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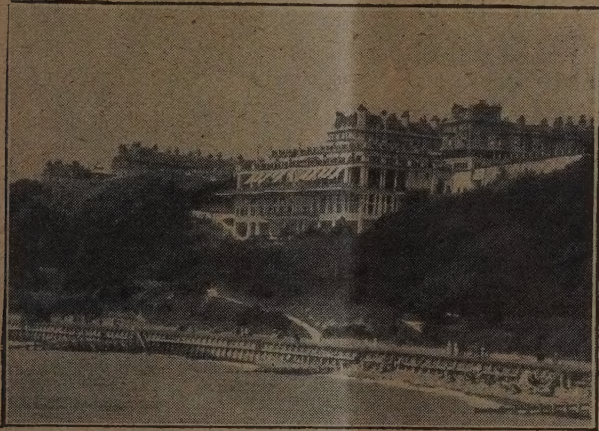
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Local Government Service

No. 6

JUNE, 1933

Vol. XV



FOLKESTONE: THE STATELY LEAS CLIFF HALL IN AN UNFAMILIAR SETTING

OUR first impressions of strange towns are generally received through the windows of railway carriages. Our train runs through the approaches to a town, past railway sidings along which stand depressing buildings and rows of derelict trucks; past railway structures bearing traces of the grime of ages which passing engines have left upon them, and we alight at a station which, so probably, is ill-fitted to inspire confidence in the heart of the visitor. It may not be easy to dispel the melancholy thus induced.

First Impressions

The very first impressions of Folkestone are likely to be highly favourable. There are no sidings adjoining the station on the approach from London. Immediately before entering one looks out on either side of the line and sees clean buildings and pleasant gardens. To the northward one sees a green plain running to the foot of a range of hills—the grass-covered chalk escarpment of the Downs—which present a delightful picture, and give a foretaste of the jolly rambles which are in store. Town Council and Lord of the Manor have conspired to make of this town a veritable *rus in urbe*. The wealth of foliage, together with the popularity of the place among foreign visitors, has gained for it the title of the most foreign of English watering places.

The short walk from the station to the Leas shows Folkestone sporting its green attire at its handsomest. On the left hand as we leave the station lies Radnor Park—an extra “lung” in a town where breath-

ing can never be difficult. Beyond the park rise the green northerly hills less than a mile away. One cannot see these hills without resolving to essay their ascent at an early date, and the archaeologically minded will make special note of a particular hill with its crest of ancient earthworks—if he hears the name “Cæsar’s Camp” he will not be the less interested.

Many people who “know” Folkestone talk only of the Leas. One’s first acquaintance with this sea-front can hardly disappoint the high expectations which its reputation excites. The hotels which line it were built lavishly and in good taste, the line ending magnificently to the westward with the massive “Grand” and “Metropole.” Green lawns are spread along the length of it, a wonderful stretch of natural carpet that excites the admiration of everyone who sees it. It tops the cliffs which fall 150 feet to the beautiful undercliff promenade and to the sea. The whole face of the cliff again is a curtain of green, save where the deep shadows of pine trees splash darker hues, and where (during March and April) the countless daffodils form yellow constellations upon it.

A Dip into History

Numerous pleasant pathways twist about and lose themselves in this curtain of foliage, so that a person walking along them is often lost to the view of observers both below and above. The green expanse is broken by the white masonry of the Leas Cliff Hall, which is perched upon it in seeming precariousness—an ornament to the Leas, and justly a source of pride to the townspeople.

In seeing this much of Folkestone, an impression will have been gained which is likely to be lasting.

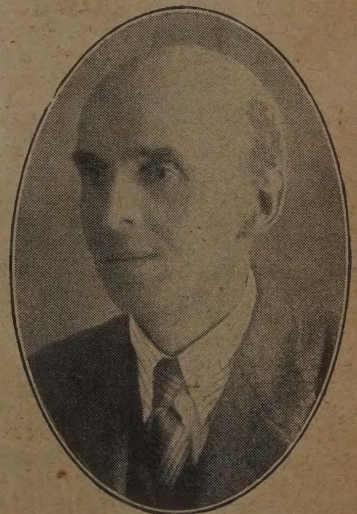
FOLKESTONE

WHERE N.A.L.G.O. CONFERENCE MEETS AT WHITSUNTIDE

By FRANCIS J. COOPER, A.L.A.,
Librarian and Director of Public Libraries,
Museums and Art Gallery

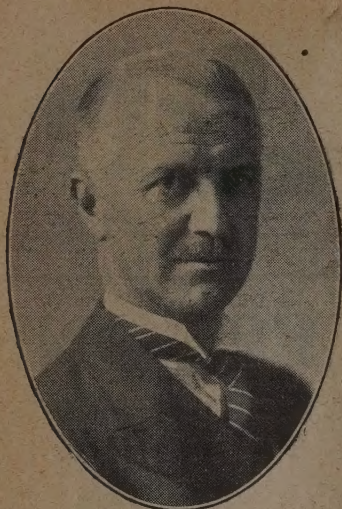
Folkestone does not impress one immediately as an historically interesting place. The modern character of most of its buildings largely speaks the truth; it is a modern town. In the time of Elizabeth it had little more than five hundred inhabitants. By 1841 the population had risen only to 4,412, but it now had some pretensions, as Thomas Barham of the “Ingoldsby Legends” allows. Barham, however, was not wasting eulogies, for he refers to it thus: “a collection of houses, which its maligners call a fishing-town, and its well-wishers a watering-place.” The coming of the railway in 1844 accelerated things, and the last census declared a population of 35,890.

The fine old Parish Church links us up with the beginnings of Folkestone as a town. It stands near the “Bayle”—a word at which all noses sensitive to an historical trail will start a-sniffing. On the



MR. A. HOWLETT

ex-Deputy Town Clerk of Folkestone,
President of the Local Branch of N.A.L.G.O.



MR. J. A. WILKINSON
Clerk to the Education Committee,
Chairman of Conference Council

Bayle, King Eadbald built a castle in A.D. 630 (hence the "Ballium"). He built there, also, a nunnery for his daughter Eanswith, the first nunnery founded in England. These buildings were destroyed, perhaps by the Danes, but a church and monastery rose again near by, under the influence of Athelstan in 927. The second establishment fell at the time when Earl Godwin was ravaging this part of the country. Nigel de Muneville in 1095 founded a new priory of Benedictines, but soon the sea encroached so that the monks, fearing for their buildings, petitioned Sir William d'Averanches, then Lord of Folkestone, to found a new church beyond the castle precincts on safer ground. Thus in 1138 the present church was founded. Associated with this was a priory which was suppressed in 1535.

Relics of the Romans

Earlier affairs than any that have been mentioned are reflected by the important remains of a Roman villa on the East Cliff. We are not required to suppose that there was a settled community on the site of Folkestone during the Roman period; there may have been. The name, originally spelt "Folcstane," was given by the Saxons and refers to the stone once quarried hereabouts. The works on "Caesar's Camp," to which reference has already been made, are of Norman construction (what a fine legend the prying archaeologist here has scotched!).

The Roman site probably was occupied by the residence of an officer of the Roman fleet stationed at Dover; so very early there were established relations between that town and Folkestone. The Roman system for protecting these shores—the "Forts of the Saxon Shore" which included Dover—developed into the Cinque Ports. Folkestone is yet a Cinque Port "limb" of Dover, so the relationship between the two towns is still maintained. The Cinque Ports' chief duty was to

supply ships and men to serve His Majesty at need; their chief privilege was an independent jurisdiction under the governance of the Lord Warden. Duties and privileges lapsed with the development of naval and military science, but the forms of early pomp are still maintained.

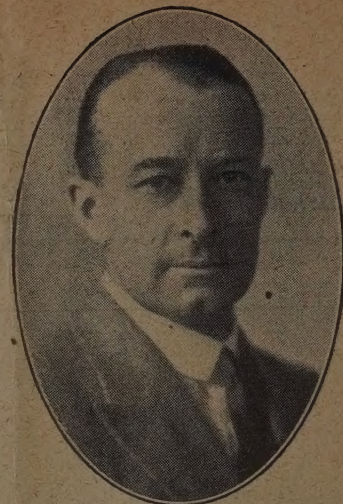
In Napoleonic Days

The threat of invasion by Napoleon focussed attention upon Folkestone. This town marks the first practicable landing place westward of Dover. Here, close by the Roman site, stand Martello Towers Nos. 1, 2 and 3; the first of a series which extend along the low-lying shores to Seaford in Sussex. As you alight from the train, if you look along the platform, and out of the station ahead of you, you will see a Martello Tower breaking the skyline; it stands upon miniature golf links recently constructed, and it handsomely advertises this new attraction, bearing in huge white letters the word "GOLF." Septicism as to the serviceability of these towers has since the day of their construction occasioned sarcastic remarks; this particular tower admirably serves its present purpose. The Military Canal at Hythe, five miles westward, is an equally maligned anti-Napoleonic defence work. Pleasure boats and swans now enliven the waters of this canal, which runs through extremely delightful country.

Another visit to the Leas may remind us of Folkestone's present military significance. If it be on a clear day we shall see the white cliffs of France across the Channel, and while we watch, the cross-Channel steamer may leave or return to the harbour pier beneath us. If at night, we shall see the magnificent two and a half million candle-power light from Cape Gris-nez describe its brilliant arc across the waters. Between us and France there is only the narrow strait which connects the North Sea with the Atlantic;



MR. T. L. HIGHAM
First Assistant Clerk, Education Department,
Treasurer of Conference Council



MR. H. SUMMERFIELD
Sanitary Inspector,
Secretary of the Conference Council

the "Nautical Piccadilly" to which the ships of all nations converge. Some millions of soldiers left Folkestone to cross that strait during the last war. At the end of the Leas a road drops down steeply to the harbour; most of our soldiers trod it; it is called "Road of Remembrance." A memorial cairn at the top prompts a thought for all those who went down that road but did not return. Folkestone was of vital importance in the line of communication with the Continent during the war. For a long time military establishments have been maintained in this area. Shorncliffe Camp, a great military centre, is contiguous to Folkestone on the western side.

"Little Switzerland"

Whatever it may be to the historian; to the geologist, and to the student of natural history Folkestone offers many pleasures. The town stands mainly on the Folkestone Beds of the Lower Greensand; but to the eastward of the harbour, on the steep cliffs, the Folkestone Beds give place to the Gault Clay, and that to the Chalk, a well-defined series, which may be surveyed from a point on the foreshore at Copt Point. The geologist will come prepared to search for specimens in the richly fossiliferous gault, where he can hardly be disappointed. He will be led to the Warren, a wildly picturesque area between the foot of the precipitous chalk cliffs and the sea. It is difficult to describe and impossible to exaggerate the beauty of this natural haunt and pleasure ground which lies a mile or so to the eastward of the harbour—"Little Switzerland" it is sometimes called. Many forms of wild life abound in this spot, which is a well-known collecting ground for the lepidopterist.

If one reaches the Warren by walking along the top of the East Cliff instead of scrambling over the rocks at its foot, the reward will be equally great, and if one is not a geologist it will be greater. For this

FOLKESTONE

(Continued from preceding page)

cliff is being developed in such a manner that it bids fair to outrival the Leas itself; indeed, one might be of the opinion that its intractable conformation has always given it the advantage.

The harbour has been mentioned; it cannot be dismissed in so few words. Whatever the attractions of the stately Leas, of the rather less "polite" but equally beautiful East Cliff, or of the inspiringly rugged Warren, the harbour has human associations more warm than any that are theirs, and it may be equally proud of its peculiar picturesqueness.



Mr. FRANCIS J. COOPER, A.L.A.
Librarian and Director of Public Libraries,
Museums and Art Galleries. Author of our
Special Article on Folkestone

The fishing industry is not flourishing, but the men who search the depths of the water for their living, together with their womenfolk and children, are an inspiring community almost foreign to the "westenders." The fish market is miniature in comparison with those of the great ports, and the harbour is dry at low water—a circumstance which alone would prevent it from developing Grimsby-wise. The cross-Channel boats need not enter the inner harbour, for a fine pier in perpetual deep water has been constructed to accommodate them. Many are the tales and many are the visual reminders in this quarter, of the smuggling exploits which made this part of the coast notorious during the last century.

One almost thinks that the harbour itself, with its mud at low water, its tar, and its quaint accessory buildings, was smuggled into Folkestone one dark night. The Leas (with egregious un-wisdom) might have objected to the immigration of such a neighbour. Curiously enough, it is the harbour that resents the intrusion of the Leas, for its ways are not their ways.

An amalgamation of diverse elements, a well-advised process of development, and a situation of great beauty have given to Folkestone a charm which is peculiarly its own.

SERVICE CONDITIONS

More Authorities Adopt the Local Government and Other Officers' Superannuation Act, 1922

THE Divisional Secretary has had an interview with the chairman and vice-chairman of the Estimates Sub-committee at Bradford with reference to a number of appeals made by members who were aggrieved by the recent revision of the grading scheme. Each individual case was discussed in detail, and, at the time of writing, no decision has been received as to the result of the appeals.

Owing to administrative difficulties which have arisen at Ripon, the assistance of the association has been invoked by one of the officers. Counsel's opinion is being taken on the case, and it is possible that legal action may ensue.

The Morley Town Council has adopted a salaries and grading scheme.

The General Purposes Committee at Oldbury recently requested the officers receiving £400 per annum and over to consider an increased temporary reduction in their salaries. The Committee received the Divisional Secretary on the proposal, and subsequently he addressed a letter of objection to the council on behalf of the officers. The Committee decided not to proceed with its proposal.

Coventry City Council has approved a new salary and grading scheme for officials, except as regards the chiefs and deputy chiefs of departments. The new scheme has been the subject of protracted negotiations, and, generally, is regarded as satisfactory.

Superannuation

The Wednesbury Corporation has adopted the Superannuation Act of 1922 for officers, and fifty-eight posts have been designated. The appointed day is July 1, 1933. The Borough Treasurer is Mr. E. J. D. Lloyd, the son of the association's honorary treasurer; he is also honorary secretary of the local branch.

In regard to the recent application from headquarters to the Oldham County Borough Council to adopt the Superannuation Act, instructions have been given for a copy of the association's communication to be sent to each member of the Finance and General Purposes Committee, together with a statement showing how many of the present employees of the association already are entitled to superannuation, and for the matter to be further considered at the next meeting of the committee.

Luton Town Council, on May 9, unanimously confirmed a recommendation of its Finance Committee to obtain an actuarial report on superannuation which, in fact, was an acceptance of the principle of superannuation. The report is to be based on sixtieths, eightieths, and one-hundred-and-twentieths for non-contributory service.

Lindsey County Council has confirmed the recommendation of its Finance Committee that the Council should adopt the Superannuation Act, and information is now being collected on which a report of an actuary will be obtained.

Farnborough U.D.C. has been considering the question, and has called for a preliminary report from the Accounting and Chief Financial Officer. It is expected that the scheme will be in operation by October 1 next.

The General Purposes Committee of the Westhoughton Council, at its last meeting, recommended that the question of the adoption of the Superannuation Act of 1922 be considered at the first General Purposes Committee meeting after the constitution of the new Council.

The question of superannuation has recently been considered by the Pontypridd U.D.C., and the Divisional Secretary has been received on the matter. It is understood that the Council has decided to obtain the report of an Actuary.

The County Boroughs of York and Doncaster have agreed to obtain further actuarial reports with a view to the adoption of the 1922 Act.

West Riding Provincial Scale

Negotiations which have been proceeding between the staff and employers' sides of the West Riding Provincial Whitley Council have, it is satisfactory to note, resulted in a supplement to the scheme of Service Conditions being issued.

In the original scheme, provision was made for the scales to be reviewed in the event of the cost of living over the level of 1914 rising above eighty per cent or falling below fifty per cent. The Executive Committee of the Joint Council gave careful consideration to the various factors bearing upon the question, and came to the conclusion that the procedure which had been adopted by the Government of consolidating civil service salaries on a cost of living figure of fifty, until April 1, 1934, was also appropriate to the West Riding area. With the exception, therefore, of the cases of juniors between the ages of 16 and 19 (whose salaries have not been altered) the new scales have been based on a cost-of-living figure of fifty and will stand without further revision until April 1, 1934.

(For salary deductions, see page 158)

SPORTS ACTIVITIES

A football team representing the Metropolitan District visited Sheffield on Easter Saturday to play against the Yorkshire District team. The first half was fairly even, but in the second half the Metropolitan team took advantage of the chances which came their way, and ran out worthy winners by 4 goals to 1. The Metropolitan District members remained in Sheffield over the week-end, and on Easter Monday a further match was played with the Sheffield Branch. It is felt that inter-district visits of this kind are extremely valuable in cementing friendships, and they certainly afford one illustration of the many-sided character of the Association's activities.

The return football match between Barnstaple and Bideford officers was played at Bideford, when Barnstaple won the game by four goals to two. The visitors were leading at half time by two goals to one. During the second half Bideford had much the better of the game. After the match the visiting team was entertained to tea by the Bideford officers.

The final round of the Yorkshire District Football Competition was played between the East Riding and Hull branches on Ellerman-Wilson's ground at Cottingham, on April 26. The Hull team won a well-contested match by 5 goals to 2. At the conclusion of the match the Challenge Cup was presented to the captain of the Hull team by Mr. C. H. Pollard, City Treasurer of Hull.

Luton C.C. fixtures for June include games with Shire Hall (Beds C.C.) 2nd XI (away), June 3; Bedford Borough (home), June 10; and Kettering N.A.L.G.O. (away), June 17. The following Challenge Cups have been presented for annual competition: By Mr. T. B. Cloote, captain, to be known as the "Captain's Cup," for the best batting average; by Mr. D. H. Purcell, vice-captain, to be known as the "Vice-Captain's Cup," for the best bowling average.

On April 10, the Stretford Branch met their friendly rivals from Sale at football on the ground of the Manchester United Football Club, kindly loaned for the occasion by the directors. Stretford were victorious by 4 goals to nil. A collection on the ground in aid of the Benevolent and Orphan Fund will materially assist both branches in their contributions for the year.

ALL COMMUNICATIONS WITH REFERENCE TO ADVERTISEMENTS SHOULD BE ADDRESSED TO THE ADVERTISEMENT MANAGER, AT 3/4 CLEMENT'S INN, STRAND, LONDON, W.C.2.

LOCAL GOVERNMENT IN CANADA

THE BOROUGH SYSTEM MOVEMENT IN MONTREAL: PROBLEM OF CIVIC CONFEDERATION.

BY FREDERICK WRIGHT, CANADIAN MUNICIPAL BUREAU

IT is now ten years since the movement was started for the adoption of the Borough or Confederation system of government for Greater Montreal; and though the consummation is still a matter of the future, there has grown up throughout the metropolitan area a public opinion decidedly favourable to confederation. Many of the public bodies, after investigation, have accepted the principle; the large corporations favour it, as do most of the large and many of the smaller property owners.

Those who pay heavy taxes are beginning to realise that under the borough system lies the greater security for their holdings, and the best assurance for the sane expenditure of public moneys. The average citizen, while he may not be fully conversant with the details, now knows enough of the principles of the confederative idea to enable him to form an opinion on the subject—and that opinion for the most part is strong for its local adoption.

There is good reason for this favourable opinion, for no urban district is better adapted for civic confederation than the metropolitan area of Montreal. Within this area are sixteen separate municipalities with no official connection one with the other, or with the City of Montreal, except in financial matters. When these urban communities—which include the cities of Westmount, Verdun, Outremont and Lachine, and such towns as Montreal West and Montreal East—were first incorporated as villages they were completely isolated from the city, but to-day they are next door neighbours.

As good neighbours they are friendly, but having built themselves up to suit their own peoples, these same municipalities have perforce become self-contained with regard to their own local affairs. But insularity is anything but a constructive force when it comes to the development of a large district; and some kind of co-operation between the different municipal units is necessary if the social and economic life of Montreal's metropolitan area is to expand.

Methods of Civic Co-ordination

There are two ways by which civic co-ordination can be brought about in the district of Montreal. One way is by annexation, but such has been Montreal's experience in the past that it is not likely to be extended; for the only thing that the city ever got out of annexation was debts—all of which were, of course, added to the debt of Montreal.

The last annexation to Montreal—that of the City of Maisonneuve—proved so costly that when, shortly afterwards, four other delinquent municipalities sought to be taken over by the big city a halt was called, and other means had to be found to meet the situation—the creation of the Montreal Metropolitan Commission.

It may be taken for granted, then, that annexation is not the right solution to the problem of co-ordinating the municipal units which make up the commercial metropolis of Canada. The other way is confederation, and Montreal's experience in this respect, though limited, has been very successful. The Metropolitan Commission, already mentioned, was established not only to take care of delinquent municipalities, but to supervise the finances of

all the urban communities adjacent to the City of Montreal. And because the membership of this supervising body is composed of direct representatives of the councils of the municipalities affected there is effective co-operation in the financial administration of the outside communities.

The charter of the Metropolitan Commission, which is after that of the London County Council, is based on the borough or con-

federative principle, and though its activities are confined to financial matters, it has proved conclusively the effectiveness of co-operation—as against single central control—in metropolitan government. One of the weaknesses of the City of Montreal's present system of government is that the one administration has to deal with details as well as the larger affairs of the community; and this cannot be done effectively in a city of a million souls.

The City Executive—a committee of the council—for instance, has the task of handling an annual distribution of forty millions of dollars, yet has to decide on ward details. Not even a superman can handle such a situation satisfactorily. Under the borough or confederative system all details relating to local development and administration would be in the hands of the local or borough councils, thus leaving the central or metropolitan council to take care of the larger affairs of the district.

The borough system means, though, more than just a re-arrangement of the administrative policy of the district to assure more efficiency in civic matters. It means a better civic spirit amongst the citizens, inasmuch as with the non-payment of aldermanic salaries in the local councils—as it is at present in Westmount and Outremont—the more prominent citizens would be induced to take office; and this in turn would have a healthy reaction in the local citizens taking a keener interest in the public affairs, not only of the locality in which they live, but of the metropolitan area of Montreal.

Central and Local Administration

The borough system is not a complete form of local government at all. It is simply the binding together of independent communities for the more equitable and efficient administration of public services of an inter-urban

character, under a central council composed of delegates from the local councils. While the local councils attend to purely local affairs the central council looks after major affairs pertaining to the district as a whole. It is in practice decentralised government and centralised administration in main services.

One way which has been suggested by which the borough system might be brought about in Montreal is by scrapping all the present government systems of the district, and putting in their place a complete borough system by which the City of Montreal would be divided into a number of boroughs (say 18) and the outside municipalities would be made into boroughs (say 6) of the size as are now under the Metropolitan Commission.

Again, it is suggested that the Metropolitan Commission could, with slight changes in its representation, be made the basis on which to build up confederation on evolutionary lines. The Commission, for instance, might be given the necessary powers to put into operation a comprehensive town planning system for the Island of Montreal; and then, proportionately to its capacity to assume responsibility, it could be given charge of other public services of an inter-urban nature.

Whether it is brought into being immediately or gradually, the borough system offers the best solution to Montreal's present piecemeal systems of government. As a co-ordinating force in the local body politic, and as an incentive to a keener public interest in civic affairs, it has already proved itself; and in adopting it for the government of Greater Montreal the citizens would soon have a new city of stabilised property values and economical administration.



Montreal's Municipal Buildings are among the most imposing and dignified of their kind in Canada.

TOURS TO CANADA

A number of delightful tours to Canada and the U.S.A.—at moderate "all in" fares—has been arranged by the Canadian Pacific. The tours, which will leave Southampton, Liverpool, Glasgow or Belfast during the summer months, are from three weeks to seven weeks in duration. The itineraries include visits to Niagara Falls, Chalet Bungalow Camps in the backwoods, Quebec, Montreal, Ottawa, Toronto, New York, Chicago (for the great Exhibition), Boston, etc. The seven weeks' tour will proceed right across Canada to the Pacific Ocean, visiting all the principal cities and beauty spots en route. The journey across the Atlantic will be made on famous "Empress" and "Duchess" liners; the short sea route will be followed, terminating with the 1,000 miles cruise along the smooth waters of the picturesque St. Lawrence seaway. The Canadian Pacific have also arranged for a large number of other attractive cruises from £1 a day. The cruises, which range from a short cruise of a few days to a luxurious world cruise of 36,000 miles by the world's wonder ship, *Empress of Britain*, will be undertaken by some of the well-known liners of the vast Canadian Pacific Atlantic Fleet. Interesting illustrated particulars of both tours and cruises may be obtained free on application to Canadian Pacific, 62-65 Charing Cross, London, S.W.1.

PUBLIC ADMINISTRATION

THE AIM OF N.A.L.G.O.'S SUMMER SCHOOLS: LOCAL GOVERNMENT PROBLEMS OF THE FUTURE: OFFICERS AS TRUSTEES OF FUNDAMENTAL CHANGES

EACH year seems to surpass its predecessor in the matter of the attention which is focussed upon the outstanding problems of public administration. It is surely one of the most significant factors in the existing situation that at a time when the work of local

and opportunities for social intercourse are provided. Excursions and games are arranged so that the stay in Oxford will be a holiday as well as provide a mental tonic.

It cannot be too strongly emphasised that the school is open to all local government officers, members of councils, and other persons interested in the study of local government. Students come from all departments and from both junior and senior positions. In the midst of the mysterious charm of Oxford no distinctions exist, all members of the school becoming students again and sharing in a camaraderie that must be experienced to be fully understood. Every student will leave Oxford encouraged and refreshed by his holiday course. And what applies to the Oxford school appertains equally to the Scottish school at St. Andrews.

There has been no hesitation in acclaiming the syllabuses for these schools as among the most thoughtful that could be arranged. At Oxford, Mr. W. Ivor Jennings, M.A., LL.B., Reader in English Law in the University of London, will deliver four lectures in which he will discuss the conditions of efficient local government, covering a very wide field. In two lectures Mr. John P. R. Maud, M.A. (Oxon.) Fellow and Dean of University College, Oxford, will speak on "The Relevance of Local Government Abroad." The third group of lectures, to be given by Professor J. H. Jones, M.A., of the Chair of Economics and Head of the Commerce Department of Leeds University, have as their principal object an examination of the economic factors by which the financial policy of local authorities should be governed. Professor Henry Walker, M.A., Ph.D., Associate Professor of Political Science, Ohio State University, has consented to address the school on his "Observations on Personnel Practice in English Local Government from the point of view of an American."

A vital factor in the success of the association's enlightened educational policy is, of course, the enthusiastic co-operation of members in taking increasing advantage of the admirable facilities which have been established. This applies with equal force to the summer schools, as to the other branches of the association's educational activities. All who are interested and who have not yet obtained a copy of the detailed syllabus and enrolment form are

advised to apply without delay to the branch secretaries, education correspondents, or headquarters.

Nor is it too late to enter for the Sir Arthur Robinson Essay Competition, which is open to members of N.A.L.G.O. whether they



Mr. JOHN P. R. MAUD, M.A., who will lecture at Oxford on "The Relevance of Local Government Abroad"

authorities has increased to an enormous extent, administrators are concerning themselves not only with the problems of the moment, considerable as these are, but by systematic research and study and the pooling of experience, are indicating the progressive lines of development for the future. There are many indications that the central problems of local administration are destined to assume even greater significance and importance. That there is a need for even more intensive research into the theory and practice of administration is undeniable. For one thing, local government officers have been aptly described as the trustees and stewards of the fundamental changes which are taking place in the social, economic, and industrial structure of the country. To an increasing extent they will be introduced to some of the most pressing problems of our time, and it is to help to equip them—and particularly the younger officers—for the part they are destined to play that N.A.L.G.O. instituted its Summer Schools.

As has been already announced in these columns, the summer School for English and Welsh officers is to be held at University College, Oxford, from July 15 to 22, and that for Scottish officers at St. Andrews University from June 24 to July 1. The Oxford school will be the fourth of its kind to be held under the auspices of the association, and it will be opened by Sir W. H. Hadow, C.B.E., M.A., D.Mus., LL.D., D.Litt., chairman of the Departmental Committee on Local Government Officers, and formerly vice-chancellor of Sheffield University. As the official brochure mentions, the school is organised for all persons who are interested in local government and the development and perfection of our system. It provides an opportunity to examine the most personal part of our public administration—namely, local government—without partiality, prejudice or fear. Experts are invited to open the meetings and focus attention upon certain problems. These are taken up in the discussions which follow. The school has its lighter side,



Professor J. H. JONES, M.A., Leeds, will deal with Economic Policy at the Oxford School

attend the summer school or not. As will be seen from the conditions which we reprint below, the closing date for entries is JUNE 17, and it is necessary again to state that entries cannot be acknowledged, as the envelopes containing the names and addresses of the competitors will not be opened until the appointed day. Candidates may choose one of the following subjects:—

1. To what extent, and in what way, are rates a burden?
2. What are the criteria for judging how much local rate burden a district can stand without serious harm and how the criteria are applied to particular districts?
3. What are your views as to the probable future development of Local Government, with special reference to present tendencies and present needs?

The Competition is divided into two classes: Class I.—For officers whose salary is £250 per annum or more. Value of Prize: Three guineas. Class II.—For officers whose salary is less than £250 per annum. Value of Prize: Two guineas. The following are the rules of the competition:

1. The competition is open to all members of the N.A.L.G.O.
2. The essay may be in manuscript, type-written, or printed.
3. No stipulation is made as to length.
4. The final selection by Sir Arthur Robinson must be taken as conclusive.
5. Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before June 17, 1933.
6. Each essay must be headed with the title chosen, a *nom de plume*, and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address, and branch, and bearing on the outside his *nom de plume* and class, must

(Continued on page, 152 col. 3)

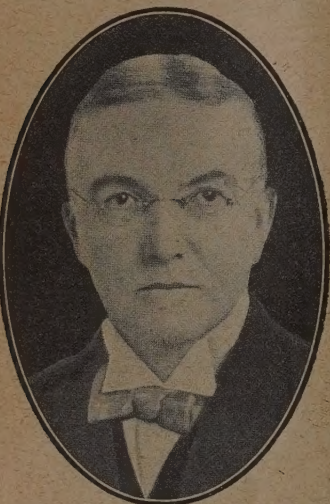


Mr. J. W. NISBET, M.A., Glasgow University, one of the lecturers at the Scottish Summer School

SIR TOM PERCIVAL

DEATH OF N.A.L.G.O.'S SENIOR VICE-PRESIDENT

THIS month LOCAL GOVERNMENT SERVICE goes to press under the shadow of the severe loss sustained by the Association by the death of Sir Tom Percival, its senior vice-president, which occurred at his residence at Monkseaton, Northumberland, on May 8. For some time he had been in failing health, and it is a pathetic fact that his last public appearance was on the occasion of the funeral



The late SIR TOM PERCIVAL

of Mr. Fred Marsden, president of the association, at Bradford last January. Sir Tom subsequently suffered a sudden and severe breakdown in health, but later reports seemed to indicate a distinct improvement in health. The funeral, which took place at Whitley Bay on May 10, was attended by a very large gathering of friends and former colleagues and representatives of the National Association of Local Government Officers and of local government administration both in the north-east and other parts of the country, indicative of the esteem and affection in which our senior vice-president was universally held. The chief mourners were Lady Percival, Mr. and Mrs. R. M. Percival, Mrs. Burbury, Mrs. Bywater, Dr. and Mrs. Williamson, Mr. and Mrs. J. Mitchell, Mr. John Simonds, M.A., Barrister-at-Law, Legal Secretary of N.A.L.G.O., Mr. G. W. Coster, Mr. J. B. Swinden, Major Harry Barnes, and Mr. K. W. Grant.

Sir Tom's Distinguished Career

By the death of Sir Tom Percival the local government administration in this country has lost one of its foremost figures and staunchest friends. A native of Sheffield, where he was born in 1877, he commenced his local government service in the administrative offices of the Sheffield Board of Guardians in 1895 as a junior clerk, serving first under the late Mr. Joseph Spencer, and later under Mr. Albert E. Booker. Promotion came steadily, until eventually he was appointed Deputy Clerk to the Board, a post which he relinquished in 1910, when he was appointed as Clerk to the Guardians of Tynemouth Union, receiving also in the same year the appointment of Clerk to the Assessment Committee. Up to the time of his death he held the offices of Clerk to the Assessment Committees for the Central and South Areas of the County of Northumberland and the Tynemouth County Borough, and he also held the post of Superintendent Registrar of Births, Deaths, and Marriages for the Tynemouth Registration District.

Sir Tom had a profound knowledge of assessment law and practice. He was a member

of the Railway Assessment Authority, being one of the representatives on that body nominated by the Minister of Health at his discretion. For a number of years he was a member of the Council of the Association of Poor Law Unions. For his distinguished public services he received a knighthood in the New Year Honours List of 1930, figuring along with another distinguished Poor Law administrator, Sir James Ford, the then Clerk to the Leeds Board of Guardians. Sir Tom retired from the Poor Law service at the time of the dissolution of the Boards of Guardians in 1930.

His work for Service Organisation

For many years Sir Tom had taken a prominent part in service organisation. He became a member of the Executive Council of the National Poor Law Officers' Association in 1904, and continued to be a member of the Executive until the amalgamation of that Association with N.A.L.G.O. in 1930. From 1916 to 1919 he occupied with great distinction the presidential chair of the National Poor Law Officers' Association, and in later years he filled with outstanding success the important office of chairman of the Parliamentary Sub-committee of that organisation.

When, following the change in the Poor Law administration as a result of the operation of the Local Government Act, 1929, the old "National," as it was familiarly known, decided to join hands with N.A.L.G.O., it was in the nature of things that so staunch a supporter of service organisation and so sound an administrator as Sir Tom should be chosen for a seat on the National Executive Council of N.A.L.G.O. When the amalgamation took place he was elected one of the four representatives of the Poor Law transferred officers to serve as members of the National Executive Council of N.A.L.G.O. He promptly won the affections of the national organisation; became chairman of the Special Committee which has been dealing with the difficult problems affecting the position of the transferred Poor Law officers; and in 1932 was elected vice-president of the Association.

In the sphere of local administration, Sir Tom will be long remembered for his work in the interests of Poor Law children. Local Government officers of the older school will recall the keen controversy which centred round the methods of dealing with these children—the barrack institutions, the district schools, cottage and "grouped" homes, scattered homes, in training ships, and by boarding out. One of the most valuable contributions to the discussion on this general subject was made by Sir Tom in his volume, "Poor Law Children," a veritable classic in its way, first published in 1911, and even still regarded as the standard text book.

In this work, revealing as it did a deep insight into human problems, Sir Tom drew copiously from his rich experience in the administration at Sheffield, where he materially assisted to develop the homes system, a highly successful pioneering effort which did so much to introduce the humane element into the treatment of children who came under the charge of Poor Law authorities.

A Gracious Personality

No one played a worthier part in the modern development of Poor Law practice. He had a great flair for friendship, and it is no exaggeration to say that everyone who had the opportunity of coming into close contact with him regarded him with real affection. None could fail to be impressed with his kindly and gracious manners and the instinctive dignity of his bearing, and his passing will leave a gap in the lives of many that will not easily be filled. To those who knew him best, Sir Tom has left tender memories of a very gracious personality.

PUBLIC ADMINISTRATION

(Continued from page 151)

accompany the essay. Indication of the identity should not appear on the essay.

7. The result of the competition will be announced prior to July 15, 1933.

SCOTTISH SCHOOL

Writing with reference to the Scottish School at St. Andrews, a correspondent says:

"Some of our members who think of coming to the summer school want to know if there will be a golf competition over the Royal and Ancient Course. The answer is in the affirmative; but details of the competition cannot be arranged until the enrolments are all received. In golf, as in tennis and the other games, we make the arrangements to suit those attending. Our members can rest assured that, as in former years, all necessary arrangements will be made for their recreation and enjoyment."

"The Glasgow Branch is giving two guineas to each of six members who desire to attend the School; Lanarkshire Branch is giving a similar sum to three of its members; Dundee Branch is assisting five of its members; Perth, three; and Edinburgh has voted ten guineas to be divided amongst the students enrolling, while the Corporation will pay their railway fares. Greenock Branch appears to be doing best of all. The Corporation there have decided to give £2 each to three members attending the school provided the Branch gives a similar sum, and the Branch has agreed to this arrangement."

"The total cost of residence at St. Salvador's Hall is 10s. 6d. per day. This year there is no enrolment fee to members of the Association. The school lasts for a week. It begins on Saturday, June 24, when there will be an inaugural dinner in St. Salvador's Hall, at which the school will be declared open by



Dr. J. A. BOWIE, M.A.,

Dundee, will discuss, at the Scottish School, the question of administrative efficiency

Lord Provost Buist, of Dundee. Enrolments will be received up till June 19, but it will facilitate arrangements if members will enrol early. They can be assured of a most delightful holiday."

An International Congress on Accounting, to which accountants will journey from all over the world, will be held in London from July 17 to July 21. The congress is the fourth of an international series to be held, and the first of them to take place in London.



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N.A.L.G.O. MOTOR INSURANCE SCHEME

PREMIUMS ON MOTOR-CYCLE POLICIES

IN December last the Tariff Insurance Companies and the majority of the non-tariff Insurance Companies and Lloyd's found it necessary to increase premiums on motor-cycle policies in view of the adverse experience. At that time our official brokers notified the committee that, although the upward trend in rates was inevitable, the underwriters, nevertheless, were desirous of giving N.A.L.G.O. members the benefit of the low rates then in existence so long as it was possible to do so with safety.

However, since that time we are informed that the ratio of motor-cycle insurances compared with motor-car insurances has enormously increased; so much so that the N.A.L.G.O. underwriters have now no alternative but to increase their rates in accordance with the appended tables. The increased rates will attach in respect of all insurances, both new and renewal, where the risk date is on or after June 1, 1933. It should be particularly noted that the new rates, although increased, still show a saving of from 17½ per cent. to 37½ per cent. on the current tariff office rates.

It should be borne in mind when considering these increased rates that the N.A.L.G.O. motor-cycle policy will remain unaltered so far as the cover is concerned. This cover is very comprehensive and makes the N.A.L.G.O. policy compare very favourably with

other policies. The following are a few of the attractions of the N.A.L.G.O. policy:—

(1) Legal liability for accidents to side-car passengers covered free of charge. Usual additional premium 10s. per seat.

(2) Foreign travel covered free of charge. Other offices require additional premium, usually up to 50 per cent., with an excess of 50s. each claim.

(3) Medical expenses to assured and side-car passengers up to six guineas each. Additional premium usually charged.

(4) "No claim" bonus considerably higher than that of other insurance offices.

(5) Agreed value in the event of total loss or destruction. Usually market value only allowed.

Whilst the present favourable features of the policy remain unaltered, the following further improvements are being made:—

(1) *Side-Car*.—A reduction of 20 per cent. in premium if cycle used solely with a side-car attached.

(2) *Value of Machine*.—The present additional charge for values over £50 will be abolished.

The policy as a whole is unequalled, and it will be seen from the following that the revised rates are generally the lowest offered.

Cubic Capacity of Engine.	Premiums for Motor Cycles garaged in any District excepting Ireland, the London Postal Area, and the Glasgow area.			Premiums for Motor Cycles garaged in the London Postal Area, or the Glasgow area.		
	Table 1 Covers Third Party Only.	Table 2 Covers Third Party, Fire and Theft.	Table 3 Covers Compre- hensive Risks.	Table 1 Covers Third Party Only.	Table 2 Covers Third Party, Fire and Theft.	Table 3 Covers Compre- hensive Risks.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Up to 200	16 6	13 9	2 18 0	10 0	18 6	3 8 0
Up to 350	11 0	9 0	3 16 0	7 6	15 9	4 5 0
Up to 750	7 6	15 9	5 10 0	16 6	2 5 3	5 17 6
Over 750	10 0	18 0	5 15 9	19 0	2 7 6	6 2 6

A reduction of 20 per cent. will be allowed in the premium for Cycles used only with a side-car attached.

N.A.L.G.O. MEMBERS AS AUTHORS

THE SILVER SCYTHE, by Stanley Snaith. 3s.
THE LEGEND OF THE BLIND BEGGAR'S DAUGHTER OF BEDNAL GREEN, by G. F. Vale, 2s. 6d.
Published by the Blythenhale Press, 57 Broadwalk, South Woodford, London, E.18.

For poetry-lovers, these two new works will provide a fund of verse so rich as to satisfy the appetite of the most gluttonous. *The Silver Scythe*, which is a collection of short poems, is written by a native of Westmorland, who brings to his work that sense of the beauty of Nature so easily developed in the English Lake District. His technique is rather unusual, and, perhaps on this account, his words seem to have been deliberately chosen, rather than to have flowed from unbidden inspiration, but they fall into a very pleasant homogeneous whole.

The second book is a history of a very old legend. The first section deals with the origin, so far as can be known, and development of this story; the second part is a ballad, written by Bishop Percy in 1765, but revised by the author; then follow additional stanzas and a glossary. All who are interested in ancient London—particularly the East End—should read this work, especially when it is remembered that "Bednal Green" is now "Bethnal Green."

Our readers will be interested to learn that the authors of these two books are members of the Bethnal Green Branch of the Association, and they are to be congratulated upon their efforts. One hopes that their colleagues will give them the support they deserve. D. J. P.

NOTES FOR READERS



By JONAS PRAPS

THERE have been several accounts published of the notable Mutiny of "The Bounty" some one hundred and fifty years ago, but in *Mutiny*, by Charles Nordhoff and James N. Hall (Chapman and Hall, 7s. 6d.), its story, and that of one of the principal actors in it, is told in the form of a romance with little, if any, departure from fact. The mutiny itself, life at Tahiti, and the trial of the survivors as depicted in this book, make an excellent narrative. The writers have lived for many years at Tahiti, and above all know how to picture in words the romance of the story of the mutiny.

Criminology

Accounts of crime and the methods of its detection, and of criminals and their ways, have been very numerous of late. They have a fascination for many readers, even the most law-abiding. Two or three recent books of this character are interesting, such as *Forty Years of Man-hunting*, by Arthur F. Neil, ex-superintendent, one of the "Big Four" in the C.I.D. (Jarrolds, 12s. 6d.), and *When I was in Scotland Yard*, by Chief Inspector James Barrett (Low, 12s. 6d.). Both authors were familiar figures in the neighbourhood of Abingdon Street (not particularly No. 24), and their accounts have more of the real glamour of romance than many "mystery" fiction stories.

Akin to these records of criminal investigation is Proskauer's *Spook Crooks!* (Selwyn, 12s. 6d.), an amazing revelation of the methods of extorting money from the over-credulous. You will have a difficulty in putting the book down once you start it, and if, after reading it, you still believe in spirit messages, spirit photography, fire-eating, trumpets of the dead, fortune tellers, palmistry and the like, great is your faith.

Three biographies widely divergent in style and subject are Catherine Gavin's *Louis Philippe* (Methuen 7s. 6d.); A. Henderson's *Bernard Shaw* (Appleton, about 30s.); and the Earl of Birkenhead's *Life of his Father, the first earl, Vol. 1* (Butterworth, 21s.). The first-named is a brief, but live account of the son of the Duc de Chartres, who afterwards became King of France: his character, political and other achievements, particularly those which sought to promote cordial relationships between England and France.

Readers may be inclined to ask what constitutes an "authorised" biography

of "G.B.S." It is stated he has read in proof the second book I have quoted, and, so far as the volume is concerned, there cannot be much left out even by so enthusiastic a "Shavian" student as the author. The book is very well produced.

Paul Schebesta knows the Congo pigmies as well as many of us know our neighbours. In *Among Congo Pigmies* (Hutchinson, 18s.) he gives an account of the eighteen months he spent with them. A diminutive, but by no means cowardly race, they have retreated farther and farther into the primeval forests of Central Africa as the big negro and white man have advanced. The tribe he particularly deals with is the Bambuti, and in addition to his own travel experiences, which are certainly not void of incident and excitement, the pigmy mind and his mode of life—hunting, home-life, marriage, religion, beauty parlours, sports, society, and laws—are dealt with in this fascinating volume.

The author of *Thirty Years in the Golden North*, Jan Welzl (Allen, 10s. 6d.), cannot boast of any educational qualification for writing. The son of a Moravian shopkeeper, he sailed before the mast to Port Arthur, and, assailed by wanderlust, worked his way into the Arctic regions.

TAX LAWS

THIRD REPORT OF THE NEW YORK STATE COMMISSION FOR THE REVISION OF THE TAX LAWS. (Legislative Document 56. Published by J. B. Lyon Company, Albany.)

THE commission was set up "to recommend a revision of the tax laws, to consider economies, and to consider methods of apportioning state aid." Its report, published during February, 1933, shows just how well it has covered its task. Here is no programme for a continuous and unwarrantable attack on public services and salaries, but a clear analysis of the per capita "load" of taxation, together with suggestions for securing a more equitable spread over the whole community within the State of New York. The effect of the financial crisis is explained in no unmistakable terms, and one can sympathise with the members of the commission who commenced their labours "under fair skies, with a mandate to draw up a broader and fairer tax system and to relieve real estate," but who found themselves "confronted by the necessity of presenting, first of all, a programme of depression taxes." The commission has undertaken its task vigorously and it now remains for the State Legislature to put its financial house in order by adopting one of the plans suggested.

It has been thought fit, in dealing with this question, to consider the present organisation of the local government units and to carry out a review somewhat similar to that of county districts in this country under Section 46 of the Local Government Act, 1929. But there is a difference, for, in New York State, excluding the City, which may be likened to the London County Council, there are 13,554 units of local government, overlapping each other, for they are built up, not on areas, but on functions. The commission proposes that these shall be amalgamated into 1,527 cities, villages, and towns, thus providing a cheaper and far more efficient method than obtains at present. These units have been classified into zones, according to density of population to the square mile of the area covered by the unit.

The central legislature will exercise greater control over the less densely populated areas than it will over those in the higher population groups, on lines similar to the relationship existing between our county councils and the lesser units within them. It would appear, however, that under the proposed New York system a unit will become gradually decontrolled as it qualifies for the higher zones.

D. J. P.

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A WOMAN'S POINT OF VIEW

"AS a wife and a mother, I would like to pay my tribute to the memory of the originator of Life Assurance." So writes a lady in a letter recently received at Headquarters. Whatever may have been the motive that inspired the origin of life assurance, to-day that form of assurance must be regarded as the first and most important safeguard which can be provided for a family by its breadwinner.

One of the earliest forms of assurance was a scheme called "Tontine," so-called after an Italian named Tontino, who was its inventor. This scheme provided for a group of selected persons to pay a certain amount during their lifetime into a pool, which in due course was to become the property of the last survivor. The scheme was so successful—whether because of human faith in life or the gambling instinct of the times is not known—that the Italian Government had to put a stop to it.

Protecting the Family

However, no matter what the reasons were for the establishment of the earliest life assurance schemes, wives nowadays fully appreciate the value of a life assurance policy by which they can be relieved from worry as to what will happen to the children and themselves in the event of the death of "father."

Life assurance has advanced rapidly in recent years, and from the woman's point of view it has developed in the most essential direction. Outstanding examples of forms of assurance which give special protection to wives and children are the "Family Income" and "Hedge Your Mortgage" Assurances issued by N.A.L.G.O. The N.A.L.G.O. "Family Income" Assurance provides not only for a lump sum payment on death, but also for a weekly allowance to be paid to the dependants for the balance of the initial period of twenty years covered by the Assurance.

For example, a married man aged thirty next birthday, can take out an assurance of this type, under Plan "A", which, for a monthly payment through life of 17s. 6d., will provide that in the event of death occurring within twenty years, there will be paid a sum of £100 immediately on death, £1 10s. a week for the balance of the twenty years, and a further sum of £400 at the end of that period. For the slightly increased premium of 18s. 9d. a month, under Plan "B", a lump sum of £500 will be paid at death if that occurs within twenty years, whilst £1 10s. a week will be paid for the balance of the twenty years. Under either plan, if death does not occur during the twenty years, a lump sum of £500 is paid at death. For the cover given, this form of assurance is inexpensive, and it is within the reach of every N.A.L.G.O. member since smaller amounts can be assured at proportionately lower premiums.

Safeguarding the House

The N.A.L.G.O. "Hedge Your Mortgage" policy provides for the balance of the mortgage on a house to be paid in the event of death of the life assured, and the deeds of the house can then be handed over to the family. Often a wife is disturbed at the thought of her husband incurring a liability of £600 or £700 in the form of a mortgage on a house because of the difficulty of paying off the mortgage in the event of the husband's death. For the very low monthly premium of 1s. 4d. per cent. a member aged thirty next birthday can take out a policy of this kind with N.A.L.G.O., and if the mortgage is for a period of twenty years, the monthly premium will only be payable for thirteen and a half years of that term.

Further particulars of all forms of life assurance can be obtained from the local correspondents or direct from the Life Department, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

PERSONALIA

MR. EDWARD STEAD

NEW PRESIDENT OF THE SOMERSET BRANCH

CORDIAL congratulations have been extended to Mr. Edward Stead, A.M.I.C.E., F.S.I., County Surveyor of Somerset, on his election as President of the Somerset Branch of N.A.L.G.O. A native of Lancashire, Mr. Stead was born in 1878. He received his early training with the County Surveyor of Lancashire, and from 1898 to 1903 was assistant engineer to the Lancashire County Council. In the latter year he became assistant district engineer, and later district engineer, in the Public Works Department at Natal, South Africa, where he was employed on the construction of large schemes. Mr. Stead returned to England in 1908, when he was appointed assistant county surveyor to the Somerset County Council, a position which he held until 1913, when he was appointed County Surveyor in North Devon and undertook the organisation of a new administrative area for roads and bridges.

He returned to Somerset in 1914 as County Surveyor, succeeding Mr. H. T. Chapman, who had been appointed County Surveyor of Kent. During the war Mr. Stead served on the Western Front, and for his distinguished services was awarded the Military Cross and the decoration of Officer of the French Legion of Honour. After demobilisation in 1919 with the rank of Lieutenant-colonel, Mr. Stead resumed duty as County Surveyor of Somerset. He has been president of the County Surveyors' Society; was a British delegate to the International Road Congress at Washington; and has been invited to collaborate in the preparation of the British paper on "Progress made since the Congress at Washington in the manufacture and use of bitumen for the construction and maintenance of roads," to be presented at the seventh International Road Congress to be held at Munich, in 1934.

Mr. L. G. Watson Honoured

Members of the Blackpool and District Branch of the N.A.L.G.O. have forwarded a framed illuminated address to Mr. L. G. Watson, the former Deputy Town Clerk, who has taken up the appointment of Clerk and Solicitor to the Urban District Council of Weston-super-Mare. Sincere appreciation was expressed of his services as a member of the executive council and as representative on the North Western District Committee for the past five years, and also of the eminent services he had rendered during the last two years as chairman of the branch.

The Late Mr. G. C. Mitchell

Mr. G. C. Mitchell, Deputy Borough Engineer to the Stockton-on-Tees Corporation, died suddenly at his residence on April 30 last, at the age of 52. Mr. Mitchell was articled to the late Mr. H. Sykes, Borough Engineer of Morley, and shortly after serving his articles was appointed Engineering Assistant and later Deputy Borough Engineer of Stockton. During the War he was Acting Borough Engineer, and in 1923, in addition to his duties as deputy, he was appointed Housing Architect. Mr. Mitchell always took a keen interest in the work of N.A.L.G.O., and for some years occupied the presidential chair of the Stockton Branch. A man of charming personality, he was extremely popular with the staff. The funeral, which took place on May 3, was attended by the Mayor and a large number of members of the Corporation and former colleagues.

25 Years as Branch Officer

Mr. Geo. Cowan, Chief Assistant, City Engineer's Department, Portsmouth Corporation, retired on Superannuation at the end of April. He entered the service of the Portsmouth Corporation in 1895, and was one of the first members to join the Portsmouth Municipal Officers' Guild when it was formed in 1906,

and was a member of the first Executive Committee. In 1907, Mr. Cowan was appointed Honorary Treasurer of the Portsmouth Branch of N.A.L.G.O., and held this office for 25 years. When Mr. Cowan took over these duties the membership of the Branch was about 50, and when he retired from that office last November the membership had increased to over 400.

Luton Officer's Death

Widespread regret was occasioned among local government officers in Luton upon the recent death at a comparatively early age of Mr. A. J. Blomfield, Chief Clerk in the office of the Town Clerk. He went from the Lowestoft Town Clerk's office in December, 1912, as



Mr. EDWARD STEAD
County Surveyor of Somerset

general clerk. After serving throughout the war with distinction—he was awarded the Military Cross—he returned to Luton as Chief Clerk. Despite indifferent health, Mr. Blomfield discharged his duties with distinction, and he gave much useful service in the interests of the Luton branch of N.A.L.G.O.

Mr. P. J. Gardner, Rugby

By the death of Mr. P. J. Gardner, the Rugby Corporation has lost one of its most promising young employees. Mr. Gardner had been in the Public Health Department for nearly two years, and was generally considered to be a young man of outstanding abilities. He had been a member of the Rugby Branch since he joined the Corporation staff. At the funeral the Corporation officers were represented by Mr. D. E. Biart (Town Clerk); Messrs. T. Bartlett (Chief Sanitary Inspector); and L. A. Stroud and I. M. G. Farries (Assistant Sanitary Inspectors) attended from Mr. Gardner's own department; while N.A.L.G.O. was represented by Messrs. J. H. French and R. W. Bainton, Hon. Secretary and Hon. Treasurer respectively.

Upon her appointment to Stepney, Miss Alice Carty, health visitor, Luton, received a presentation with which were conveyed the best wishes of the staff of the Public Health Department.

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HOLIDAYS—HERE ARE A FEW SUGGESTIONS FOR 1933

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EUROPEAN CAPITALS				CHANNEL ISLES				
Brussels ...	9 days	£6 6 0	16 days	£9 9 0	3 days at Jersey, 3 days at Guernsey	£6 0 6
Berlin ...	...	...	8 days	£9 17 6	HAMPSHIRE			
Paris ...	weekend	£5 8 0	8 days	£7 7 0	7 days at Bournemouth ...	...	...	£6 1 0
Copenhagen ...	...	...	10 days	£11 10 0	DEVON			
SEASIDE RESORTS				7 days at Torquay ...	...	...	...	£7 2 0
Belgian coast ...	9 days	£4 4 6	16 days	£6 11 6	LAKE DISTRICT			
Picardy coast ...	8 days	£5 17 6	15 days	£8 13 6	7 days at Ambleside ...	...	...	£7 13 0
Normandy coast ...	9 days	£6 13 6	16 days	£9 9 6	7 days at Windermere ...	...	...	£7 18 0
Riviera ...	9 days	£11 7 6	15 days	£14 4 6	SCOTLAND			
SWISS LAKESIDE RESORTS				7 days at Edinburgh ...	...	...	...	£10 5 6
Lucerne ...	9 days	£9 18 6	15 days	£13 4 6	CRUISES BY MOTOR YACHT			
Lugano ...	9 days	£11 3 0	15 days	£14 9 0	(Tour No. 25), 7 days ...	...	...	£5 15 0
Montreux ...	9 days	£10 10 0	15 days	£13 16 0	SOUTHERN IRELAND BY RAIL			
					(Tour No. 98), 8 days ...	...	...	£11 4 0
					SCOTLAND BY RAIL AND STEAMER			
					(Tour No. 95), 7 days	£12 8 6
					DEVON AND CORNWALL BY MOTOR COACH			
					(Tour No. 52)	£13 0 0

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FOLKESTONE:

A RETROSPECT

THE holding of the annual conference at 1933 at Folkestone lends interest to the history of the origin and development of the local branch of the Association, for details in connection with which we are indebted to Mr. Summerfield, honorary secretary of the Branch.

It was on September 17, 1909, that there assembled at the Town Hall, Folkestone, a dozen or more local municipal officers, including a number from the neighbouring districts of Hythe, Sandgate, and Cheriton, when Mr. L. Hill, according to the formal minute, "gave a lucid description of the N.A.L.G.O. and its objects . . . and answered a number of questions." The Branch was constituted that night, with Mr. A. F. Kidson, then Town Clerk of Folkestone, as the first President.

Some Early Activities

The new branch, under the guidance of an enthusiastic team, was soon making progress. It is recorded in the old minute book that in January of the following year (1910) the Committee appointed a deputation to wait upon candidates for the forthcoming Parliamentary Election to solicit support for the proposed "Local Government Officers' Superannuation Bill" and for the "Daylight Saving Bill if the same be re-introduced." Early days of 1912 saw the Committee and the general meeting wrestling with the problems of the first National Health Insurance Act. A "certificate of exemption" was subsequently obtained on behalf of the municipal staff.

Reorganisation and larger subscriptions again brought Mr. Hill to Folkestone in 1917. The latter subject provoked considerable discussion. But the spirit of N.A.L.G.O. prevailed. The Branch approved the headquarters proposals. The war period saw a good deal of patchwork in the matter of salaries—already inadequate in the minds of the staff—in the form of temporary bonuses to cope with the increasing cost of living. It was not until the latter part of 1919 that the subject was thoroughly explored by the branch with anything approaching revolutionary ideas. There emerged the first local grading scheme for the administrative, technical, professional, and clerical staff to be adopted by the Folkestone Corporation.

On the passing of the Superannuation Act, the Folkestone branch immediately formulated a plan of campaign designed to secure the adoption of the measure. Folkestone became one of the first authorities in the Kingdom to adopt a scheme under that Act, the "appointed day" being October 1, 1923. The original scheme provided for 95 officers and 209 workmen.

1931 and After

The national events of the autumn of 1931 and the Ministry of Health's Circular 1,222 led to the appointment of an Economy Committee by the Council, which undertook the overhauling of municipal finances. A suggestion to inflict a "cut" of 5 per cent. on all staff receiving salaries in excess of £130 per annum was strenuously resisted by the local branch, but after negotiations and interviews with the Committee it was agreed to accept a temporary "deduction" based (with a slight amendment) upon the formula accepted by the Kent County Council and its staff. The "cut" operated for twelve months from January 1, 1932, and the branch has subsequently agreed to its continuing for a further period of one year.

Membership, which stood at 77 (including one honorary member) at the close of the last Association year, has remained fairly constant during the last few years, and represents a substantial percentage of the whole staff. Since its inception, the Branch has subscribed over £250 to the B. and O. Fund. About 95 per cent. of the members are members of that Fund. The Provident Society has twelve members in the local branch, while the latest N.A.L.G.O. activity, the Building Society, has received very substantial support, twenty local shareholders having subscribed nearly £400 to date.

WHAT READERS SAY

THE ECONOMICS OF SALARY CUTS

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—Your correspondents from Manchester and Dundee give clear evidence of a sense of revolt in the ranks of N.A.L.G.O. against the complaisance of the official attitude to salary cuts. At the same time I can conceive of this revolt being dissipated in an atmosphere of political labels. "When Party comes in by the door common sense goes out by the window." Surely the Local Government officer knows what to expect from politicians!

As I see the matter, the Dundee letter raises a political issue of private *versus* communal enterprise. Any issue other than the plain one of my letter will only cloud the field of inquiry, and I am of opinion that the definite challenge must be made on simple matters of economic fact, e.g. (1) Will the reduction of official salaries—accompanied as they are bound to be by a lowering of wages—restore trade activities? (2) Is not the basic cause of the deplorable world-condition merely the lack of purchasing power? (3) Can anaemia be cured by blood-letting? (4) Is not the policy of the "Economaniacs" merely a perpetuation of the vicious circle? Here it is: "When someone's wages cease (or are cut) someone buys less. When someone buys less—someone sells less. When someone sells less—someone works less. When someone works less—someone earns less. When someone earns less—someone buys less"; *et seq., ad nauseam!*

But the gravamen of the charge against the "Economaniacs" is simply this: They insist upon reducing the volume of purchasing power in the midst of a plethora of abundance of goods which have to be destroyed for lack of that very purchasing power which they insist upon reducing. Think of the San Julien sheep ranchers who slaughtered and burned 60,000 sheep for want of a market; of the destruction of a million cwt. of coffee beans; of the Australian farmers who rolled their wool-clip into the farm roads—all this and more, for want of purchasers armed with purchasing power. And the answer to all this by official N.A.L.G.O. seems to be: "Then, the only cure for this state of affairs is to distribute less wages." That is the simple issue to be faced,

and I should like to hear the explanation of those who agree to the proposal that salary cuts can restore prosperity.

It is a vital economic principle which is being challenged by the "Economaniacs," and neither politics nor party prejudices of any kind have the least thing to do with the question. I agree that officials' salaries are derivative, and not primary purchasing power, but the policy of the "Economaniacs" has to be challenged at every point, whether secondary or primary.

It is not a question of private enterprise having failed. The complaint against the present industrial system is that it has produced too much. It is *too* efficient. It is the financial mechanism of distribution which has failed to provide sufficient purchasing power, and there are certain people who assert that the remedy is to distribute less!

Yours, etc.,

PHILIP McDEVITT.

15 Williamson Street, Clydebank.

TEMPORARY OFFICERS

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—As the main object of N.A.L.G.O. is to protect the interests of officers, I think it would be only fair to include temporary officers as members of the respective local associations. Leading authorities employ many of this class, and as these men and women very often give many years of service, and perform the same duties as the permanent members of the staffs, it would only be just to accept them at reduced rates of membership. It is unfortunate that the temporary system ever came into being, and here is a matter of first importance for Associations to look into. Why ignore our temporary officers? They have generally paid well for their education, and are much in need of a voice to secure them a fair deal in regard to salaries and other matters. It would be interesting to know what others are thinking about this question.

Yours, etc.,

LEONARD J. BARNES.

Croydon.

STUDENTS' NOTES

N.A.L.G.O. Examinations

The N.A.L.G.O. examinations were held on May 18, 19, and 20. Sixteen centres were arranged in the following towns: Birmingham, Bristol, Hove, Kettering, Leicester, London, Lowestoft, Manchester, Middlesbrough, Plymouth, Preston, Swindon, Treforest, Wakefield, Winchester, Workington.

There were 98 entries for the Preliminary Examination, 80 for the Intermediate, and 11 for the Final Examination.

Nalgo Correspondence Institute

Students of the Nalgo Correspondence Institute are very pleased with the "efficient and thorough" coaching which the Association's courses provide. A student for the Relieving Officers' Examination writes: "Thanks to your continued patience, I feel fairly confident of getting through this time, my only fear being 'Essay.' The course is, without doubt, one of the best, and I have recommended it to several of my colleagues, some of whom have decided to take it up, preferably to attending class lectures as at present." Still another typical remark is: "I take this opportunity of thanking you for the consideration shown me throughout my studies so far, and I assure you that I appreciate how very thorough your course is."

On several occasions students have said that the director of studies and the tutors have an

uncanny knack of searching out examination questions.

Poor Law Examinations Board

It is reported with regret that the syllabus for the new Clerical Officers' Examination has not yet been issued. It is understood that the Board has had the draft under careful consideration, but has decided not to issue it until it has had the opportunity of discussing a number of proposed amendments. The syllabus will probably not be issued before mid-summer.

The Hon. Secretary has had to make arrangements for a record number of entries for the examinations for Relieving and Institution Officers held last month. The exact number has not yet been published, but it must be considerable, as about three hundred students coached by the Nalgo Correspondence Institute took the examinations on this occasion.

Testamur of the Inst. of M. & Cy. E.

A guide to the training of engineers for local government appointments has been issued by the Nalgo Correspondence Institute, setting out full particulars of the new facilities which have been arranged for students preparing for the Testamur Examination. Copies are still available and may be obtained from branch officials or from the headquarters of the Association.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:

24 ABINGDON STREET,
WESTMINSTER, S.W. 1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

FOLKESTONE CONFERENCE, 1933

DAILY PROGRAMME

FRIDAY, JUNE 2

- 10 a.m.—Annual Golf Competition, Folkestone Golf Course, Radnor Park.
- 10 a.m.—Annual Tennis Tournament, Sports Ground, Cheriton Road.
- 10 a.m.—Annual Bowls Tournament, Folkestone Bowls Club, Cheriton Road.
- 4.30 p.m.—Provident Society, Annual General Meeting, Town Hall.
- 6.30 p.m.—Building Society, Annual General Meeting, Town Hall.
- 8.30 p.m.—Reception by His Worship the Mayor, Leas Cliff Hall.
- 9.30 p.m.—Meeting of National Executive Council, Silence Room, Leas Cliff Hall.

SATURDAY, JUNE 3

- 9.30 a.m.—Opening of Conference and Official Welcome, Marine Gardens Pavilion.
- 12.35 p.m.—Conference Photograph, Royal Pavilion Hotel grounds.
- 12.50 p.m.—Luncheon to National Executive Council, Royal Pavilion Hotel.
- 2.30 p.m.—Conference Session Marine Gardens Pavilion.
- 4.30 p.m.—Logomia, Annual General Meeting, Marine Gardens Pavilion.
- 5.30 p.m.—Meeting of Education Correspondents, Marine Gardens Pavilion.
- 6.30 p.m.—Tour No. 1, East Kent Country, assemble Marine Gardens Pavilion.
- 8.15 p.m.—Variety Concert, Leas Cliff Hall.

SUNDAY, JUNE 4

- 10 a.m.—Divine Service, assemble Town Hall.
- 10.30 a.m.—Divine Service, Parish Church.
- 2 p.m.—Tour No. 2, Canterbury (direct), assemble Marine Gardens Pavilion.
- 2.15 p.m.—Tour No. 2a, Canterbury (circular), assemble Marine Gardens Pavilion.
- 2.15 p.m.—Tour No. 3, Deal, assemble Marine Gardens Pavilion.
- 8.15 p.m.—Orchestral Concert, Leas Cliff Hall.

MONDAY, JUNE 5

- 9.30 a.m.—Conference Session, Marine Gardens Pavilion.
- 12.45 p.m.—Luncheon to His Worship the Mayor and Members of Conference Council, Royal Pavilion Hotel.
- 2.30 p.m.—Conference Session, Marine Gardens Pavilion. National Executive Council meeting at Royal Pavilion Hotel at conclusion of Conference.
- 8.30 p.m.—Conference Dance, Leas Cliff Hall.

TUESDAY, JUNE 6

- 9.30 a.m.—Tour No. 4, "Weald of Kent," assemble Marine Gardens Pavilion.
- 10.15 a.m.—Tour No. 5, Boulogne-sur-Mer, assemble Harbour Pier.

DEPARTMENTAL COMMITTEE ON LOCAL GOVERNMENT OFFICERS

It is understood that the report of the Departmental Committee on qualifications, recruitment, training, and promotion of local government officers may be ready for publication at the end of July.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from Headquarters:—

APRIL 27

Circular No. 36/Prov./1933. (To local correspondents of the Provident Society.)

(a) Enclosing copies of the agenda for the Annual General Meeting, 1933, and requesting prompt distribution in order to give the members one month's notice.

(b) Enclosing one copy of the Minutes of the Annual General Meeting, 1932, for the branch representative who will attend this year's meeting.

(c) Stating that further copies of the above enclosures are available on request.

MAY 5

Circular No. 37/B.O./1933.

Regarding the Benevolent and Orphan Fund Purse Session, and enclosing the Purse envelope.

Circular No. 38/B.S./1933. (To local correspondents of the Building Society and to branch secretaries.)

(a) Enclosing a copy of the agenda for the first General Meeting of the Society, and stating that a copy is being sent to each member of the Society.

(b) Stating that further copies of the agenda are available as well as railway vouchers.

(c) Giving particulars relating to the progress of the Society.

(d) Enclosing copies of a pamphlet describing the 100 per cent. Advance scheme, and stating that further copies are available.

JULY "L. G. S."

The July issue of "Local Government Service" will be an enlarged issue containing a special report of the Conference at Folkestone.

(e) Stating that certificates for members who have, during the past few months, completed the payments on the Partly-paid Shares, will be dispatched at the earliest possible moment.

Circular No. 39/Ed./1933. (To Education correspondents.)

(a) Regarding the granting of leave to attend the N.A.L.G.O. Summer School.

(b) Enclosing copies of a leaflet prepared in connection with the Testamur examination of the Institution of Municipal and County Engineers.

(c) Stating that further copies of the leaflet are available and that specimen papers will be sent to students who are considering enrolling.

MAY 19

Circular No. 40/Con./1933. (To Conference Delegates.)

(a) Enclosing final agenda, division cards, post card for notification of travelling arrangements, copy of Manifesto issued by the British Institute of Social Service and summary programme and delegate's privilege card.

(b) Regarding conference number and votes.

(c) Particulars relating to railway travelling arrangements.

(d) Containing a reminder regarding entries for the competitions and for applying for tickets for the social functions, tours, etc.

DATES TO REMEMBER

MAY 31.—Branches to remit all moneys due to the Association to Headquarters.

JUNE 15.—Entries for the N.A.L.G.O. Summer School at Oxford (July 15-22) should now be sent in.

JUNE 24.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

JULY 1.—N.A.L.G.O. Approved Society Committee of Management, Cayton Bay, near Scarborough.

(Continued at foot of col. 3)

SALARY DEDUCTIONS

Supplementing the information given in the July, 1932, and subsequent issues of LOCAL GOVERNMENT SERVICE, the following further information in regard to salary deductions has been received:

Deductions Continued.—Nottinghamshire, Barrow-in-Furness, Failsworth U.D.C., Bingham R.D.C., Bolsover U.D.C., Bromsgrove, R.D.C., Burton-on-Trent, Cheadle R.D.C., Clown R.D.C., Knighton U.D.C., Oundle R.D.C., Peterborough R.D.C., Tamworth R.D.C., West Bromwich, Buxton, Jarrow, Devon C.C., Dewsbury, Rotherham, Hebden Bridge U.D.C., Shipley U.D.C., Silsden U.D.C., Sowerby U.D.C., Guiseley U.D.C., Stocksbridge U.D.C., Standish U.D.C., Wardle U.D.C., Darlington, Harrogate.

Modified Scale of Deductions.—Morecambe and Heysham, Hemel Hempstead, Lancashire, Cheshire, Denbighshire, Flintshire, Bootle, Preston, Chester, Blackpool, Bolton, Stockport, Warrington, St. Helens, Accrington, Ashton-under-Lyne, Bacup, Chorley, Clitheroe, Colne, Crewe, Darwen, Dukinfield, Eccles, Glossop, Haslingden, Heywood, Hyde, Leigh, Nelson, Rawtenstall, Ruthin, Stalybridge, Stretford, Spennborough U.D.C., Friern Barnet U.D.C., Sedgley U.D.C., Dalgely U.D.C., Adlington U.D.C., Alderley Edge U.D.C., Ashton-in-Makerfield U.D.C., Aspull U.D.C., Atherton U.D.C., Audenshaw U.D.C., Barrowford U.D.C., Bebbington and Bromborough U.D.C., Buglawton U.D.C., Chadderton U.D.C., Church U.D.C., Clayton-le-Moors U.D.C., Cocker-mouth U.D.C., Denton U.D.C., Ellesmere Port U.D.C., Fleetwood U.D.C., Holyhead U.D.C., Holywell U.D.C., Horwich U.D.C., Irlam U.D.C., Kearsley U.D.C., Kirkham U.D.C., Littleborough U.D.C., Little Hulton U.D.C., Milnrow U.D.C., Padiham U.D.C., Penrith U.D.C., Prestatyn U.D.C., Royton U.D.C., Standish-with-Langtree U.D.C., Swinton U.D.C., Whitworth U.D.C., Goole R.D.C., Shadlow R.D.C., Barton-upon-Irwell R.D.C., Blackburn R.D.C., Burnley R.D.C., Chorley R.D.C., Fylde R.D.C., Garstang R.D.C., Nantwich R.D.C., Northwich R.D.C., Runcorn R.D.C., Preston R.D.C., Warrington R.D.C.

Deductions Terminated.—W. Riding C.C. (at July 1, 1933), Sturminster R.D.C., Widnes, Hereford, Warwick, Heston and Isleworth, Sheffield, York, Redcar, Northumberland, Berwick-on-Tweed, Southampton, Southport, Conway, Kendal, Acton, Hendon, Rugeley U.D.C., Bentley-with-Arksey U.D.C., Cottingham U.D.C., Knaresborough U.D.C., Skelton and Brotton U.D.C., Whitby U.D.C., Bedlingtonshire U.D.C., Oakworth U.D.C., Bishop Auckland U.D.C., Malsdens and Coombe U.D.C., Shepley U.D.C., South Crosland U.D.C., Machynlleth U.D.C., Neston and Parkgate U.D.C., Ambleside U.D.C., Fulwood Grasmere U.D.C., Ulverston U.D.C., Wilmslow U.D.C., Windermere U.D.C., Alnwick R.D.C., Hexham R.D.C., Plympton R.D.C., West Ward R.D.C., Wetherby R.D.C.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months; December, 43; January, 42; February, 41; March, 39; April, 37; May, 36. The percentage increases in each of the five groups on which the Index Figure is based are as follow:

	MAR.	APR.	MAY.
Food	19	15	14
Rent	55	55	55
Clothing ..	85	85	85
Fuel and Light ..	75	75	70
Other Items ..	75	75	75

(Continued from col. 2)

JULY 1.—N.A.L.G.O. Approved Society, Annual General Meeting, Cayton Bay, near Scarborough.

JULY 1.—Grand Opening, Cayton Bay Holiday Camp, near Scarborough.
(See separate Daily Programme in connection with the Annual Conference at Folkestone during Whitsuntide, June 2-6).

Local Government Service

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

THE NATION'S TRIBUTE

PARLIAMENT has sometimes been likened to the old windjammer which was equal to the traffic of the high seas a century ago, but which to-day is a picturesque survival comically inadequate to the needs of modern times. That may be too sweeping a contrast, but there are many in the local government administration who will re-echo the wish that Parliamentary procedure would permit more frequently of such profitable discussions as that which was initiated by Viscount Elmsley on the Estimates on May 8. The debate, indeed, singularly reflected the House of Commons in that ideal rôle of a Council of State, which the Prime Minister has so eloquently pictured, discussing those problems affecting the national welfare upon which, after all, there can be little, if any, acute division of opinion. With all the administrative and other questions that arose local government officers are, of course, familiar. But the discussion served a variety of useful purposes, not the least notable of which was that it furnished the Minister of Health with the opportunity to pay a gracious and generous tribute to the invaluable contribution which local authorities and their officers are making to the solution of some of our most pressing domestic problems.

Implications of the Debate

Again, the discussion assisted to focus public attention on the increasing range of duties which are devolving upon local authorities; on the multifarious difficulties with which they are confronted in consequence of the changes in economic and social conditions; and on the formidable task which indubitably will fall upon local administration in the work of national reconstruction. So far as the service conditions of local govern-

ment officers are concerned, the implications of the facts brought out in this distinctly valuable debate are obvious.

It was significant that almost the first words uttered in the debate were a quotation from a book written by a prominent member of N.A.L.G.O., Mr. C. Kent Wright, B.A., the Town Clerk of Stoke Newington. In "The Parish Pump," comprising four talks which he broadcast from London, Mr. Kent Wright, in happy phrase, described local government as "the gentle art of living together." Singularly true, of course, that is in principle; but Lord Elmsley and other speakers very succinctly indicated, when discussing some of the intricate details, that it is a far more difficult art than many people imagine. His Lordship finds it is impossible to exaggerate the benefits of good local government. In this time of economic depression, he considers it "very fortunate that our local government machinery is second to none, probably, in the world . . . and that, in the main, our local government is conducted by devoted, capable, and self-sacrificing people and by first-rate officials." Again, as indicating the phenomenal advance that has been made in so short a period as thirty years, he recalls that no fewer than 275 Acts of Parliament have had the effect of increasing the duties of local authorities.

A Century Ago and Now

A century ago Great Britain was faced with a situation somewhat similar to that which prevails to-day. Then, as now, the nation was recovering from a devastating war. The country was confronted with complex problems arising from an industrial revolution. Again, almost imperceptibly, the nation is now passing through another industrial revolution which unmistakably is producing difficulties immeasurably greater than its predecessor did. Social services have replaced a great deal of the voluntary work of the Victorian era, and consequently the public administrator and the local government officer are brought more closely into touch with the lives of the people than was formerly the case. There are few who would care to dispute that to-day local government occupies at least as important a place in the structure of the national life as does the central administration. It becomes abundantly clearer as time goes on, indeed, that, as the late Mr. William Graham reminded us at Lowestoft and again at Edinburgh, there is no conference to which, in the existing social and economic conditions of the country the central government can turn with more hope in many respects than the conference of N.A.L.G.O. Many circumstances have contributed to create a new conception of the functions of local administration in our national system of government, but none more unmistakably plain than the fact that the local government machine has proved itself more than equal to the tasks of these difficult times.

Minister's Meed of Admiration

It is in these circumstances that Sir Hilton Young pays his meed of admiration of the work of local government. During the last two years, he declared, the depressed condition of industry and the distressed state of the nation as a whole have undoubtedly thrown strains upon the machine of local government and called for fresh sacrifices, devotion, persistence, and courage from those who are engaged in local administration. "We, in this House," he added, "recognise with warm appreciation, on behalf of the nation, the manner in which their services have been rendered to the nation. I speak not only of those who voluntarily engage in the labour; I speak also of the great professional services of the officers of the local authorities." It is gratifying also to have the minister's expression of "warm appreciation of the admirable relations which are maintained between the Ministry of Health and the local authorities." It is sometimes suggested that the relationship between local and central government is a conflict between the claim for local freedom and that for central control. That may or may not be an exaggerated view of the position. Certainly there are opportunities for removing embarrassing restrictions and impediments to freer and speedier development of local government, which, after all, depends in a substantial degree upon the scope for creative initiative. The Minister recognises, however, that the success and smooth working of the co-ordination of central and local authorities depend upon the maintenance of the relations between both authorities in a spirit of true co-operation.

Service Conditions

As already indicated, the debate has served a number of excellent purposes. But it is to be hoped that the lessons will not be readily forgotten. Clearly, it is difficult, indeed impossible, to reconcile the demand for a further extension of services with the pleas for a rigid curtailment of public expenditure. More particularly is it impossible to associate the expansion of services with economies at the expense of the personnel of the administration. This expansion, for which there have been insistent calls from influential quarters during recent weeks, is altogether to be welcomed as further evidence of the growing importance of the place which local government fills in the administrative edifice of the country. Government departments are now beginning to loosen their hold on the purse strings. Grants are promised for various development works. What appears to be a gradual reversion from the policy of 1931 may foreshadow a period of perhaps abnormal development in many branches of local administration. All this carries its corollary as regards service conditions, and the time seems ripe when Parliament should turn its attention to those questions which very closely concern the welfare of local government officers.

HEAVY DEMAND FOR THE HOLIDAY CAMPS

BOOK NOW FOR THE AUTUMN

THE demand for accommodation at the Association's holiday camps at Croyde Bay, North Devon, and at Cayton Bay, near Scarborough, has been extremely heavy, and members have booked unusually early this year. So far as the Devon camp is concerned, with a

September, that this month is becoming almost as popular as July and August, especially with those who like a late holiday.

By the time this issue appears the new camp at Cayton Bay, situated about 2½ miles from Scarborough, will have been finished, and June



CAYTON BAY: THE ROSE GARDENS AT THE NEW HOLIDAY CAMP

few exceptions here and there the whole of the bungalows have been booked up from the first week in June until September 16. At the time of going to press the exceptions are as follow: "D" bungalows (1 double and 1 single bed), vacancies during the first week in July; "E" bungalows (1 double and 2 single beds), vacancies during the first two weeks of June; "G" bungalows (1 double and 1 single bed in one section and 2 single beds in another. Separate doors), vacancies during the week July 15 to 22.

It can be assured that there are vacancies for every type of bungalow from September 16, but even for this period early booking is essential. A N.A.L.G.O. camping holiday has become so popular, and the Devon climate is so equable in

there are the following vacancies:—"A" bungalows (2 single beds), from July 1 to 8 or from September 2; "B" bungalows (1 double bed), from July 1 to 22 or from September 2; "C" bungalows (1 single bed), same as "A" bungalows; "D" bungalows (1 double and 1 single bed), any time except from August 5 to 26; "E" bungalows (1 double and 2 single beds), same as "A" bungalows; "F" bungalows (3 single beds), same as "D" bungalows; "G" bungalows (1 double and 1 single bed in one section and 2 single beds in another. Separate doors), from July 1 to 8 or from September 9.

All applications for accommodation should be forwarded to the General Secretary, 24 Abingdon Street, Westminster, S.W.1.

THE NEW POVERTY

THE CONDITION OF THE WORKING CLASS IN BRITAIN. By Allen Hutt. Martin Lawrence, 6s.

REVIEWED BY MR. L. WELSH

LOCAL government officers have a special interest in this remarkably able book. For theirs is the responsibility for the administration of the social services, the growing inadequacy of which to meet working-class needs Mr. Hutt so convincingly demonstrates.

In 1845 Frederick Engels published his famous study, "The Condition of the Working Class in England in 1844," which, as the introduction to Mr. Hutt's book remarks, was "a damning indictment of the poverty and misery of the working class in this country at that stage of capitalist development." Mr. Hutt's book represents a gallant and successful endeavour to do for the old age of capitalism what Engels did for its lusty youth.

In four chapters he surveys the four principal industrial areas—South Wales, Lancashire, the "classic" soil of capitalism, Clydeside, and London. Each chapter contains a succinct account of the economic activities of the area and of the conditions of life of the workers engaged in those activities.

Economic Decay

For the purpose of his survey, Mr. Hutt has made telling use of the reports of medical officers of health, the sociological value of which has hitherto been inadequately appreciated. Mr. Hutt has read carefully the most recent reports, and has observed the sharp decline in standards of health and nutrition (particularly among children) which has accompanied the economic crisis. With this unchallengeable evidence he makes it clear that the efforts of public health authorities and social workers are being negated by the grim process of economic decay.

The foul conditions of slum life, the undernourishment of masses of the population, mortality, and disease among children—all these familiar horrors of working-class life are set forth in sufficient detail to destroy any complacent acceptance of the existing social system as adequate for its purpose.

Contrasted with this survey and interwoven in the texture of each chapter is an account of the financial basis of the industries carried on in each area and of the monopolistic devices employed to maintain profits at the highest possible level. It is well to be reminded, in days when business concerns are constantly bemoaning their inability to make ends meet, of the handsome profits of the boom years. As one instance among many it is worth quoting this:—

The profit-hunter who, in 1903, had invested £1,000 in Powell Duffryn [South Wales colliery] shares would have turned over his capital nearly four times in the succeeding fifteen years, and would, with the bonus he had received, have been able to sell his holding for five and a half times its initial cost.

The Black-coated Worker

The "inability" to earn profits on investments in the coal industry, as in many others, arises largely from the heavy issues of bonuses in the past whereby the amount of capital was increased without the creation of any real assets.

For the years of "frenzied finance" which brought fortune to a small class of financiers and their hangers-on, the working class, including local government and other black-coated workers, are now paying in economy campaigns and salary cuts and higher school fees and reduced social services.

It is a great merit of Mr. Hutt's work that the inter-relation of these seemingly unconnected factors is clearly brought out. His chapter on the black-coated worker, though relating chiefly to the less highly remunerated sections, demonstrates clearly the unity of economic interest among all grades of wage and salary

(Continued on page 169, col. 3)

ANNUAL SEA CRUISE

MOST members now know when they can take their holidays and those who have not definitely decided where are strongly recommended to get details from Headquarters of the annual cruise to Spain, Portugal, Morocco, Madeira, and the Canary Islands, which commences from Liverpool on Saturday, July 29. It has provided many Association members and their friends with the most delightful holiday obtainable during the past fourteen years.

A further great attraction is the low fare of £23 for twenty-two days' cruising, inclusive of gratuities. The average tourist will appreciate that the latter items can prove quite expensive. The reasonable fare is due to the Association being able to charter the whole of the passenger accommodation of Yeoward Line boat, s.s. *Avoceta*, consisting of 120 berths. This number makes a splendid party, which is large enough to enable every kind of deck sport to be indulged in and for every member of the party to become acquainted.

Following the call at Lisbon, passengers will have an opportunity of being ashore for a day at Casablanca (Morocco) and seeing something of a town which in parts is reminiscent of Paris and in others is typically Eastern. There is plenty to interest the visitor due to the cosmopolitan character of its citizens, and an excursion can be made, which includes a motor tour of Casablanca and a visit to Fedhala,

fourteen miles away, where there is a fine bathing beach.

The next call is at Madeira, where the vessel is anchored out in the bay, affording magnificent views of the town of Funchal, the bay and the background of mountains. The blue of the sea has to be seen to be believed, and the warmth and buoyancy of the water make bathing a delight. There gather round the ship boats from which itinerant merchants offer their wares and others from which diving boys demonstrate their prowess when prompted by coins thrown into the sea.

In the picturesque town visitors may be taken round, on bullock carts over the cobble-stone roads, and see in the wine vaults how the famous Madeira wine is prepared and stored. The excursion here is to the mountain where luncheon is taken at the Monte Palace Hotel, 2,000 feet above sea level, and magnificent views are obtained. The descent is by toboggan, after which there is time for tea and shopping before returning to the ship for dinner. The sight of Funchal from the ship at night will leave pleasing and lasting impressions on the minds of passengers.

A number of berths still remain unbooked for this cruise, and those members who desire to take the cruise should communicate immediately with the General Secretary, 24 Abingdon Street, Westminster, S.W.1.

MOVEMENT OF MEMBERS

Gloag, G., Islington, to Inspector, Westminster.

Douch, E. L., Ealing, to Internal Audit Clerk, Hammersmith.

Morwood, A., East Suffolk County Council, to County Surveyor, Isle of Ely.

Hynes, W., Willesden, to Borough Librarian, Eastbourne.

Smith, G. C., Ipswich, to Chief Librarian, Halesowen U.D.

Carrington, J. C., Luton, to Costing Clerk, Messrs. S. Hubbard, Ltd.

Ridout, A., Lichfield, to Sanitary Inspector, East Retford R.D.C.

Hanson, W., Smethwick, to Inspector of Weights and Measures, Dorset C.C.

Bowen, Miss E., Walsall, to Head Laundress, Stafford Public Assistance Institution.

Stephenson, F., M.A., Stafford County Council, to Director of Education, Wallasey.

Davies, Miss M. A., Marston Green Homes, Birmingham, to Holiday Home, Rhayader, Rads.

Bassam, Miss E., Marston Green Homes, Birmingham, to Children's Homes, Leamington Spa.

Yorke, Miss M., Marston Green Homes, Birmingham, to St. Andrew's Homes, Caterham.

Turrall, Miss V., Marston Green Homes, Birmingham, to Children's Homes, Countesthorpe, Leicester.

Hodgkinson, S., Stoke-on-Trent, to District Sanitary Inspector, Nottingham City.

Lewis, E., Stoke-on-Trent, to District Sanitary Inspector, Woolwich M.B.

Wales, E. G., Tunbridge Wells, to Clerk (Accountants Department), Leatherhead U.D.C.

Danes, C. E., Inglewood, to Assistant Public Assistance Officer, Kent C.C.

Towle, A. E., East Sussex, to Clerk (Public Health Department), Ilford B.C.

Bambridge, Miss M., South Shields, to an appointment as Queen's Nurse, under the Woolwich Council.

Bent, K. A., honorary secretary of the Spenborough Branch, to a position in the office of the Town Clerk, Chesterfield.

Riley, W., West Riding Branch, to Senior Sanitary Inspector, under the Keighley Council.

Higenbottom, F., Senior Assistant Librarian, Leigh, Lancs., has been appointed Assistant Librarian at Burton-on-Trent.

Browning, N. F. E., Portslade, to Whitwood R. & V.O. and Assistant Clerk to U.D.C.

PROVINCIAL WHITLEY COUNCILS

MESSAGE FROM THE RT. HON. J. H. WHITLEY

THE RT. HON. J. H. WHITLEY, who was chairman of the sub-committee of the Cabinet Committee on Reconstruction established in 1916 and whose name has become attached to the system of Joint Councils now so largely in operation for the regulation of relations between employers and employed, has written the following message to the Association:

"I am very glad to hear of a move to extend Joint Councils in the Local Government Service of the country, especially as it is based on the experience of the successful working of three Provincial Councils over a dozen years. For industry and in public service there are many examples of Joint Councils which have stood the test of 12 or 14 years to the great benefit of both employers and employed, given goodwill and wise leadership on both sides. I wish well to your efforts and hope that they may be successful."

North Wales and Whitley Scheme

A conference of delegates from most of the local authorities in North Wales was held at the Town Hall, Llandudno, on Friday, April 21, to arouse greater interest in the working of the Whitley scheme in its relation to the non-trading departments of local government authorities. The delegates were accorded a civic reception by the new chairman of Llandudno Urban District Council, Mr. JOSEPH TAYLOR, who said it would be within their knowledge that a Whitley Council for the non-trading services of local authorities, which they represented, was established at a conference held in that room in 1928.

THE CHAIRMAN (Major John Roberts, Bangor), in his opening address, said it was a surprise to him that Welsh councils were so apathetic.

ALDERMAN GEORGE TITT, former Lord Mayor of Manchester, made a strong appeal to local authorities which stood aloof to become members of the North Wales Council. He dealt with the principles of Whitleyism, and said that this was the day of specialisation and, whether they liked it or not, all social legislation which was passed to-day threw more and more responsibility and duties upon the local authorities. As a result, it became necessary that councils should divide their offices as far as possible and hand them over to sub-committees, who would specialise in certain problems and be able to give the necessary time and consideration to them.

The Case for Whitleyism

The Whitley Council, Alderman Titt added, was a specialised body for dealing with wages and, therefore, best equipped to settle the problems attaching to the multifarious types of employment found by a local authority. The question of wages and conditions in Wales was

best left to a specialised body like the Whitley Council. He was convinced that once all North Wales authorities came into the Council they would never go back to the old "hit-and-miss" method which had evidently been the predominating factor in the past.

A resolution was carried unanimously approving of the application of Whitley principles to local authority services as providing the only satisfactory method of regulating wages and conditions of employment in local government services. The resolution asked the North Wales Council to take steps to strengthen the Council within the North Wales area.

The case for Whitleyism for local government officers was given by MR. L. HILL, General Secretary of the National Association of Local Government Officers. He pointed out that it would be fundamentally wrong to say that the establishment of Whitley Councils meant the relinquishment of control on the part of the employer. Whitleyism was a piece of machinery designed to foster complete confidence between the employer and employee, and it was a mistake to assume that it could not be equally as effective in times of difficulty as in times of success.

Adjusting Anomalies

He went on to say that there was no alternative method known which could so effectively pick up the ragged ends of service conditions and adjust those anomalies which, if left unattended, might easily develop into grievances. It lifted the harsh methods of driving bargains by interviews into the quiet realms of statesmanship. If both sides could feel possessed of the fullest confidence of those who elected them, and remember at all times that where they sowed they might expect to reap, Whitleyism could not fail.

A further resolution, asking the Council to take steps to extend the principle to include officials, was also carried. In connection with this it was stated that the North Wales District Sub-Committee of the National Association of Local Government Officers had passed a resolution approving of the principle and stating that such a council had worked well in Lancashire and Cheshire.

POOH-BAH. Published by the Figurehead Library, 18 Adam Street, Adelphi, London, W.C.2.

HERE is a story version of Gilbert and Sullivan Operas by Lilian Bradstock. It tells the stories of the famous operatic plays, and the preface gives some biographical notes of Sir Arthur Sullivan, William Schwenk Gilbert, and the equally important partner in the trio, Richard D'Oyley Carte, who undoubtedly contributed to make the light operas world-famous.

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15	July 8	13 days	Morocco, Teneriffe, Lisbon, &c. ...	£12
16	July 8	13 days	Norway, Zoppot, Copenhagen, &c. ...	£12
19	July 22	13 days	Morocco, Teneriffe, Corunna, &c. ...	£12
20	July 25	14 days	Norway, Zoppot, Copenhagen, &c. ...	£13
23	Aug. 5	13 days	Morocco, Barcelona, Algiers, &c. ...	Full
25	Aug. 19	14 days	Lisbon, Barcelona, Palma, &c. ...	Full

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11	June 24	14 days	Algiers, Naples, Ceuta ...	£22 £12
14	July 1	13 days	Corunna, Ceuta, Barcelona, Lisbon ...	£22 £12
18	July 15	13 days	Algiers, Barcelona, Ceuta, Vigo ...	£22 £12
22	July 29	13 days	Corunna, Ceuta, Barcelona, Lisbon ...	£22 £12

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21	July 29	20 days	Norway, Northern Capitals, &c. ...	30 gns.
24	Aug. 12	20 days	Venice, Dalmatia, Sicily, &c. ...	35 gns.
26	Aug. 19	21 days	Algiers, Naples, Monte Carlo, &c. ...	36 gns.
27	Sept. 2§	13 days	Monte Carlo, Naples, Algiers, &c. ...	22 gns.
28	Sept. 16§	14 days	Madeira, Teneriffe, Las Palmas, &c. ...	23 gns.

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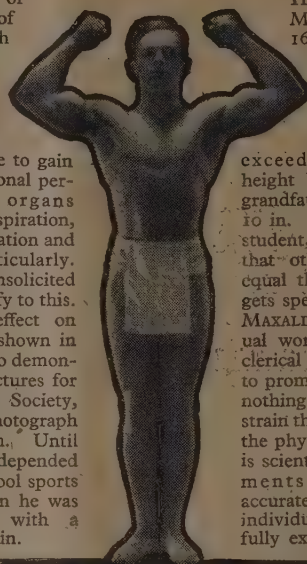
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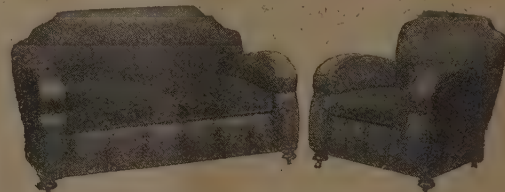
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METROPOLITAN DISTRICT REUNION

PRESENTATION OF THE SPORTS TROPHIES



Mr. FRANK R. FINCH,
President of the Metropolitan District
Committee

THERE was a general consensus of opinion that the reunion and concert of the Metropolitan District of N.A.L.G.O., which was held at the Queen's Hall, London, on April 28, was perhaps the most successful of the series of similar functions which have taken place under the auspices of this committee each year since 1922. These annual reunions have, indeed, become a distinct feature of the social side of the Association's activities. The Queen's Hall was packed with an enthusiastic audience; in fact, it was hardly large enough to meet the demand for tickets, for nearly two hundred applicants for seats had to be disappointed. A capital musical programme, to which Miss Enid Cruickshank and Mr. Tudor Davies contributed, was provided, and at the interval the president and chairman of the Metropolitan District Committee, Mr. Frank R. Finch, Deputy Director of Education, Willesden, presented the sports and recreation trophies to the successful competitors. The multifarious activities of the committee are well illustrated by the fact that on its recreational side it now has sections for aviation, badminton, billiards, bowls, bridge, chess, cricket, football, golf, lawn tennis, rifle shooting, walking, motoring, swimming, table-tennis, and whist. It is on the shoulders of the various sectional sub-committees that the task of running the competitions falls, and no praise is too high for the enthusiasm and devotion with which these sub-committees apply themselves to their different activities. There were nearly forty magnificent trophies attractively displayed on the platform.

VALUE OF RECREATIONAL ACTIVITIES

Before making the presentations, Mr. Finch extended a warm welcome to the audience, and thanked them for their continued support. Among the distinguished visitors who had honoured them with their presence, he said, one who gave great pleasure was their old friend, Sir Arthur Johnson. From the point of view of time, the gap marking Sir Arthur's official and active connection with the District Committee must inevitably widen, but nothing could diminish the pleasure which his presence gave them that night, and it was hoped would give for many years to come. Reference was also made to the presence of Sir Henry Jackson, M.P., and Lady Jackson; the Mayor and Mayoress of Wandsworth; the Chairman of the Willesden Council, Captain Leigh Mossley and Mrs. Mossley, representatives of the National Association in the persons of the President (Mr. Sam Lord) and the General Secretary (Mr. L. Hill), and the representatives of the local government press.

Mr. Finch referred to the times in which we

are living and which, he said, required more and more from each of us, making a great demand on mental and physical effort. That evening ample evidence was forthcoming of the antidote which the District Committee sought to provide. In catering for the sporting, recreational, and social welfare of the local government officer, the chairmen, members, and honorary secretaries of the various sectional committees responsible for carrying out the competitions were rendering a wonderful service, which was of immense value not only to the officials themselves, but was no mean asset to the different employing authorities. It tended to create the team spirit and provide means of social intercourse between officials of nearly one hundred authorities in the area. It also helped to maintain a mentally alert and physically fit body of officials. No less than nine new trophies had been presented by generous donors during the past year.

The chairman concluded by thanking the Entertainments Committee for the musical programme they had provided; Mr. Maers (Camberwell) and his band of stewards for the evening's arrangements; Mr. Fred Dunning (Paddington), the honorary Sports Secretary for his activities during the year; and Mr. Lakin (Hampstead) for carrying out the difficult task of dealing with the seating arrangements.

PRIZE WINNERS

The following are the winners of challenge trophies, etc., for the year 1932-3:—

BADMINTON.—Mixed Doubles (Team) Tournament: The "Woolwich" Cup (presented by the Woolwich Branch of the N.A.L.G.O.).—Winners, Croydon; runners-up, Port of London Authority. Gentlemen's Doubles (Team) Tournament: The "Croydon" Cup (presented by the Croydon Municipal Officers' Association).—Winners, Port of London Authority; runners-up, Woolwich.

BILLIARDS AND SNOOKER POOL.—Billiards Team Competition: The Metropolitan District Billiards Cup (presented by Messrs. Kendal & Dent).—Winners, Leyton; runners-up, Bermondsey. Billiards Singles Championship: The "Leonard T. Snell" Cup (presented by Mr. Alderman Leonard T. Snell, F.A.I., late Mayor of Paddington).—Winner, Mr. P. Ball (Holborn); runner-up, Mr. W. H. Taylor (Wilkesden). Snooker-Pool Tea Competition: The "West Ham" Cup (presented by the West Ham Branch of the N.A.L.G.O.).—Winners, Ilford; runners-up, Willesden. Snooker-Pool Pairs Championship.—Winners, Ilford. Snooker-Pool Individuals Championship.—Winner, Mr. A. Goble (Wandsworth); runner-up, Mr. H. J. McClusky (Holborn).

BOWLS.—Single Rink (Four Players) Competition: The "Stanley Crosse" Cup (presented by Mr. Councillor C. Stanley Crosse, C.C., late Mayor of Paddington).—Winners, Surrey; Runners-up, Croydon. Pairs Competition: The "Paddington" Cup (presented by the Paddington Local Government Officers' Association).—Winners, Surrey; runners-up, Paddington. Single-handed Championship: The "Edwin Hayes" Cup (presented by Mr. Alderman Edwin W. Hayes, late Mayor of Lewisham).—Winner, Mr. A. H. Fitt (Croydon); runner-up, Mr. P. Rutherford (Southgate).

BRIDGE.—Team Competition: The "Hammersmith" Cup (presented by the Hammersmith Branch of the N.A.L.G.O.).—Winners, Deptford; runners-up, Mitcham.

CHESS.—Team Competition: The

"Coombs" Chess Challenge Cup (presented by the late E. A. Coombs, Esq., M.B.E., F.S.A.A., per the Kensington Municipal Officers' Guild).—Winners, Southwark; runners-up, Middlesex. Individual Championship: The "Mary Lord" Chess Challenge Cup (presented by S. Lord, Esq., F.S.A.A., president of N.A.L.G.O., Borough Treasurer of Acton).—Winner, Mr. D. Love (West Ham); runner-up, Mr. G. P. Frost (Acton). Individual Handicap Competition: The "Bailey" Chess Cup (presented by E. W. Bailey, Esq., A.S.A.A., Borough Treasurer of Bethnal Green, per the Bethnal Green Branch).—Winner, Mr. W. Nixon (London C.C.); runner-up, Mr. G. P. Frost (Acton).

CRICKET.—Team Competition: The "Lambeth" Cricket Shield (presented by the Lambeth Municipal Officers' Guild).—Winners, Willesden & Croydon—a draw.

FOOTBALL.—Team Competition: The Metropolitan District Football Shield (presented by the Metropolitan District Committee).—Winners, Wandsworth; runners-up, East Ham.

GOLF.—Individual Competition: The "Municipal Journal" Challenge Cup (presented by the Proprietors of the *Municipal Journal*).—Winner, Mr. S. Lord (Acton); runner-up, Mr. H. R. Metcalfe (Ruislip-Northwood).

LAWN TENNIS.—Ladies' Doubles Tournament: The "Lady Duncan Watson" Cup (presented by Lady Duncan Watson, of 47 Hollycroft Avenue, Hampstead, per the St. Marylebone Staff Association).—Winners, Croydon; runners-up, Middlesex. Mixed Doubles Tournament: The "St. Marylebone" Cup (presented by the St. Marylebone Staff Association).—Winners, Croydon; runners-up, Barking. Gentlemen's Doubles Tournament: The "Wilkesden" Cup (presented by the Wilkesden Staff Association).—Winners, Heston and Isleworth; runners-up, Barking. Ladies' Singles Tournament: The "Mrs. G. E. Brydges" Cup (presented by Mrs. G. E. Brydges per the Ealing Branch of the N.A.L.G.O.).—Winner, Miss F. Wells (East Ham); runner-up Miss Charles (Bexley). Gentlemen's Singles Tournament: The "Mrs. G. E. Brydges" Cup (presented by Mrs. G. E. Brydges per the Ealing Branch of the N.A.L.G.O.).—Winner, Mr. J. Collin (Heston and Isleworth); runner-up Mr. D. White (Mitcham).

RIFLE SHOOTING.—The "Johnson" Rifle Shooting Shield (presented by Sir Arthur P. Johnson, M.A., J.P., late president of the Metropolitan District).—Winners, Middlesex; runners-up, London and Home Counties Joint Electricity Authority.

ROAD WALKING.—Team Race (Teams of Three): The "Westminster" Challenge Shield (presented by the Staff of the Westminster City Council).—Winners, St. Marylebone; runners-up, Lambeth. Team Race (Teams of Four): The "Lawson" Challenge Cup (presented by Lord Burnham).—Winners, St. Marylebone; runners-up, Lambeth. Individuals Race (confined to Metropolitan Borough Council Officials): The "Smith" Challenge Cup (presented by the late J. A. Smith, Esq.).—Winner, Mr. A. A. Webb (St. Marylebone); runner-up, Mr. A. I. Bell (Lambeth). Individuals Race (confined to Officials outside Metropolitan Borough Council Staffs): The "Dawes" Challenge Cup (presented by the late J. Arthur Dawes, Esq., M.P.).—Winner, Mr. H. L. Etherington (Surrey C.C.); runner-up, Mr. J. Jones (Merton and Morden).

(Continued on page 168)

RATING OF EFFICIENCY

METHODS OF DETERMINING THE QUALITIES OF OFFICERS FOR PROMOTION

SYSTEMS for recording the efficiency of personnel are described by Mrs. Raphael, Superintendent of the personnel section of the National Institute of Industrial Psychology, in a paper which was discussed at a recent conference of the Institute of Public Administration.

Some such system, according to Mrs. Raphael, could usefully be employed in recording at an entrance interview the candidate's probable efficiency; rating the efficiency of an employee at the end of a period of probation; for regular periodic rating of the efficiency of employees in connection with their salaries, and with a view to promotion. The particular application as far as the public service is concerned would be confined largely to giving recommendations for promotion, although in certain departments a system might be used at entrance interviews, and, in exceptional cases, for backing up suggestions for salary changes and transfers.

Senior Positions

Compared with the other mentioned uses of a system of rating efficiency, that of rating the efficiency of employees in more senior positions as to their suitability for promotion raises peculiar problems. It means, Mrs. Raphael points out, that the rating should not be too much concerned with the known qualities of the employee, so much as with his probable qualities in another position. The fact that a man is satisfactory in one sphere of service is, of course, no guarantee of success elsewhere, and before framing a useful rating system it must be decided whether promotion is being given as a reward for excellent service in the present grade or whether it will be given to the officer who will be most satisfactory in the next grade.

There are four main types of system to which Mrs. Raphael refers. Initially, there is the method of numerical scales by which marks are given for each quality or a varying maximum according to its relative importance. The disadvantages of this system are that the raters, unless carefully trained, do not agree on the level of the quality which the different figures represent and there is a strong temptation to add the marks to give a total score. Altogether, it is an unsatisfactory method of obtaining a final judgment, in the opinion of Mrs. Raphael.

A second method is that of grouping subjects according to the degrees in which they possess the quality rated. The value of this system lies in describing in concrete terms the quality that is being rated. Instead of such terms as "excellent, very good, good, fair and poor," for example, Mrs. Raphael suggests that, taking the quality of energy as that which is being rated, the terms should be in the nature of "works always at the highest pitch, a hard worker, pulls his weight, takes things easily, and is lazy." The amount of success should not be considered, but only the strength of the officer's efforts.

The Probst Scale

An elaborate means of rating efficiency is found in the descriptive scales, the best known of which is the Probst scale. This consists of a single sheet giving questions on punctuality, absences, etc., followed by a list of eighty-four phrases, starting with "lazy, slow-moving, quick and active, too old for the work, minor physical defects, serious physical defects, indifferent, and talks too much." Opposite each phrase are three columns for check marks, each of which has to be filled in by a separate rater. The great advantage of this method is that the rater need only report upon qualities which he knows and which are described in everyday terms, while a serious objection is that the final results are lumped together, making it difficult

for a reviewing officer to picture the candidate.

Finally, there is the graphic rating scale by which degrees of merit for abilities are represented along a straight line. Taking "co-operativeness," for example, the graphic scale indicates precisely in what degree this quality is present, from the officer who is self-centred and likely to be a source of friction, to the co-operative and helpful worker. It is found that the average rater has an easier task in expressing a quality on a linear basis than numerically, and the graduation can be as fine as the rater may desire. Further, a reviewing officer can quickly obtain a picture of the distribution of ratings.

In a concluding summary, Mrs. Raphael suggests that the chief value of a rating scale lies in forcing the rater to consider the varying qualities so that he is in a position to make a final summing up under the two headings "general value to the service in his present position" and "probable value in the position to which he would be promoted."

RUGBY BRANCH ANNUAL DINNER

The Mayor (Alderman J. J. McKinnell, J.P.) and prominent Borough and Rural District Councillors were the guests of the Rugby Branch at their third annual dinner. The Chairman of the Branch, Mr. D. E. Biart (Town Clerk) presided, and the guests, apart from the Mayor, included the Deputy Mayor (Alderman R. S. Hudson), Mr. Dennis Clarke (Vice-Chairman) and Mr. A. L. Adkinson, C.C., representing the Rural District Council, and Mr. G. A. Stone (West Midlands District Representative on the National Executive Council of the N.A.L.G.O.). The Chairman spoke of the fine spirit that had always existed between the Councils and their officers, and the Mayor, replying, mentioned that he was wearing the pendant which had been presented to him by the staffs of the Borough and Rural District Councils.

A party of members of the branch spent a very interesting and instructive time at Rugby Radio Station on April 29. Mr. R. W. Bainton, Hon. Treasurer of the Branch, expressed the thanks of the Branch to Mr. G. A. Struthers, Engineer-in-charge.

CRUISING COMPETITION

As a reward for the best articles on cruising, written by any person booking his or her passage through the Public Services Scheme, the Public Services Publicity Bureau offer two prizes, one for ladies and one for gentlemen. A small scale model of a White Star Line cruising liner will be given to the lady and gentleman who submit what, in the opinion of the judges, is the best article received on or before November 15, 1933.

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(Continued from column 3)

Mr. C. B. Ramsay has not yet been heard, but is likely to come before the Court at an early date, and the Special Case, which, in conjunction with Roxburgh County Council, is being submitted for the opinion of the Court in order to determine the right of certain officials to receive compensation awarded under the Rating Act of 1926, is now being proceeded with.

N.A.L.G.O. IN SCOTLAND

IN Scotland generally, it would appear that the lead given by London County Council and by one or two large business concerns regarding salary deductions is not being followed so quickly as might have been expected. Edinburgh, Dundee, Helensburgh, and Roxburghshire have all continued the temporary deductions. Until the Government sees light and is prepared to take the advice of leading economists who advocate a policy of increased purchasing power, the local authorities are unlikely to make a general move in that direction.

Meantime, the insane policy of discharging roadmen and other workmen and putting them on the "dole" continues. Here and there members of the technical staffs engaged in road work are losing their jobs. Fortunately, the number of cases is not large, but there have been several such cases in Scotland, and the individuals concerned have suffered great hardship. The association is taking up their cases. Where the local authority has adopted a superannuation scheme, it is possible to make an arrangement whereby the older men retire; but where there is no such scheme the position of the men concerned is really painful. The moral for all local authorities is obvious.

Office Hours at Glasgow

The question of office hours, which has been before the Glasgow Branch for the past six months, was satisfactorily adjusted after a N.A.L.G.O. deputation had had an audience with the Corporation Committee. Members of the staffs ought to realise once more the value of a united front when such matters have to be considered.

The Glasgow Inquiry

While, at the time of writing, the branch have no definite information as to the procedure to be adopted at the judicial inquiry, or any definite knowledge that any members are involved in any way, it was thought desirable to appoint a solicitor with a watching brief, who might give advice to officials called upon to give evidence. Any officials who desire the advice of the solicitor appointed should get in touch with Mr. Mortimer, the Divisional Secretary.

Dundee Branch

The Executive, at its meeting on May 12, had a long agenda, and there was much lively talk. Mr. Sturrock was able to report a considerable increase in the membership of the Approved Society. Mr. Farrell's report of the Education Committee was also very gratifying, and a report from the Dramatic Section was discussed at some length. Mr. Scott gave notice that at the next meeting he would move that a Literary and Debating Society be formed, and one of the members humorously remarked that they had already a Debating Society in the Executive. The position of the water inspectors was discussed, and Mr. Mortimer, the Divisional Secretary, who was present at the meeting, agreed to meet with these gentlemen.

Compensation Cases

At long last the Dumfries claims have been decided, but one case at least is being appealed against in order to settle a dispute as to the proper deduction for clerical assistance. The appeals in the Roxburghshire cases have now been decided by the Secretary for Scotland, who has not conceded our contention that in assessing compensation, the total value of a new appointment need not be taken into consideration. Evidently the Secretary for Scotland considers that the expression "shall have regard to the value of a new appointment," etc., means that he must have regard to it in the sense of making a deduction.

The appeal to the Inner House in the case of
(Continued at foot of column 2)

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By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Plants and Rock Gardens," "Everyman's Encyclopædia of Gardening," etc.

THE early half of June generally sees the completion of the great "planting-out" season, covering such things as Dahlias, Begonias, and Zinnias, but also suitable for numerous other things which many people usually plant earlier. Before it is too late to be of immediate use, let me give a rule which will serve as a guide to the number of plants required respectively for rectangular and circular beds.

The former calculation is simple, for by multiplying any side of a square bed by any other side, or either long side of an oblong bed by any short side, we get the area, which we can estimate in square feet, few plants requiring square yards of space. We can then proceed to divide the total by the amount of space in square feet required by each plant; in other words, by the distance apart all ways at which the particular kind is best planted.

Thus a bed of, say, 25 sq. feet would accommodate 25 plants at 1 ft. apart, 12 at 18 in. apart, 6 at 2 ft. apart, and so on. The area of a circular bed is not quite so easily worked out, but can be obtained by multiplying the distance from centre to edge by itself and then multiplying the total by 3.14. The number of plants for given areas to be planted at given distance is, of course, the same for both shapes of bed.

Planting

In planting a bed, and particularly a circular one, it is best to plant the outermost row first; then angle the plants in the next row between them. By adopting this plan the bed "plants itself" so to say, for nine people out of ten can hit the angle to a nicety after brief preliminary practice with a few plant stakes. If a large circular bed is to be planted with stuff that will need stakes it simplifies matters to put stakes and plants in at the same time. The stakes may look a little assertive at first, but they are soon covered, and it is quite a pleasant diversion to estimate day by day the time to be taken before the top is reached.

May planters may have got over the struggle to get the young plants into vigorous growth quickly, but June planters have it before them. Slugs will have their say in this matter, and one should make slugging a regular item in the proceedings. On the whole, I am disposed to consider a tin of Sanitas one's best friend, because it can be applied very conveniently, a little goes a long way, rain does not put it out of action as it does lime, and it does not seem to hurt plants whether wet or dry.

Mulching

Personally, I make a practice of carrying a tin and a stick round with me on each evening walk, first piercing the paper under two or three of the holes in the lid, and then tapping the tin with the stick to shake the aromatic powder through as needed. As regards the orange-peel trap, so often recommended, my particular strain of grey slug simply scoffs at it, leaving it disdainfully to the small black slug.

Many young plants fail to "get away," as gardeners put it, after planting, because, while the leaves evaporate moisture rapidly in hot, dry weather, the roots have not obtained a sufficient hold of the soil to take up a fresh

supply of water. It is because of this that I am so firm a believer in mulching. Thus I make a point of reserving the supply of short manure, referred to last month, for this purpose, even if it means a bed going without at digging time. And really, flower beds do not need half the dung that is put in by some people, even for such reputedly gross feeders as Dahlias. An extra foot, or even 6 in., of depth in the digging goes far to counterbalance the absence of manure, especially if a mixture of artificials such as I have recommended in the past is turned into the top spit.

It is worth while to run a few threads over a bed of Begonias that has been mulched with manure after planting, because otherwise birds may, and often do, scratch out the tubers while vigorously turning the manure over in search of food. Leaf-mould does not tempt them quite so strongly and answers well, while a mulch of lawn mowings is better than nothing. The more leafy a plant is, e.g. a Dahlia, the more it appreciates a mulch, for the reason I have given above. Fine-leaved plants evaporate less.

The reader who is growing a rather choice kind of plant for bedding would be wise to pot off a few of his stock as a reserve to fill up gaps. This does not necessarily imply a humiliating want of confidence; rather is it a sensible precaution based on the fact that many amateurs cannot spend as much time among their plants every day as a full-time professional gardener can, and are often hit less by their own neglect than by weather vagaries.

Mowing

Such antics also play their part over the mowing, a wet spell sometimes retarding it until there is a stronger head of grass than most mowers care for. This suggests that every buyer of a new mower should familiarise himself at the very outset with the adjustment mechanism for his machine, so that he can raise or lower the cylinder quickly and without worry at any time. Proficiency makes for light and easy, rather than heavy and hard, mowing.

When the machine runs stiffly there is a temptation to ease the situation by discarding the grassbox and I will not say that this is wholly bad; on the contrary, it is permissible to let the grass lie as a mulch if the turf is free from weeds; but observation teaches me that it is the self-mulched lawn which generally has the most weeds, leading to the conclusion that unless the lawn is really clear of weeds (and how many are?) few may lead to many much quicker if the grass box is put aside than if it is kept in use.

HASLINGDEN OFFICERS

The Haslingden Branch held its annual dinner at the Masonic Hall, the gathering including all the chief officers and Aldermen L. Greenwood and J. Lord as representatives of the Council. Both paid a tribute to the quality and capacity of the officers of the corporation. The Divisional Secretary addressed the meeting on the work of the Association generally, and emphasised the high ideals which actuated not only local members, but the governing body of the Association.

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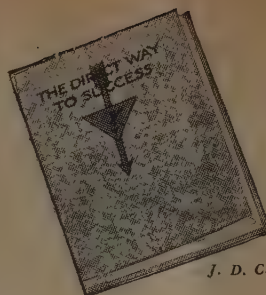
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16	LAURENTIC	Greenock	Spain, N. Africa, Riviera & Balearic Isles	14 days	£20
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29	LAURENTIC	Immingham	Baltic Ports } to Liverpool	15 days	£19
29	DORIC	Liverpool	Round Britain and Norwegian Fjords	14 days	£14
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5	ADRIATIC	Liverpool	Madeira, Spain and Portugal	12 days	£15
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16	HOMERIC	Southampton	Spain, N. Africa, Riviera and Balearic Isles	14 days	£20
16	DORIC	Southampton	Morocco, Spain, Portugal and Gibraltar	12 days	£10
30	DORIC	Liverpool	Morocco, Spain, Portugal and Gibraltar	12 days	£10
Oct. 4	HOMERIC	Southampton	Madeira, Canary Isles, Morocco and Portugal	14 days	£20
14	DORIC	Liverpool	Madeira, Morocco and Gibraltar	12 days	£10
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NEWS FROM THE DISTRICTS AND BRANCHES

DISCUSSIONS ON SALARY SCALES : REPRESENTATION AT CONFERENCE ? STUDENTS FOR THE SUMMER SCHOOLS

WEST MIDLAND DISTRICT COMMITTEE

Mr. C. A. Stone presided over the meeting of the West Midland District Committee, held at West Bromwich on May 6. The Mayor, Councillor C. B. Adams, J.P., welcomed the delegates and later entertained them to tea. The formation of new branches at Utttoxeter, D.C. and R.D.C., Sutton Coldfield, and Evesham and district was announced. On consideration of the Executive Committee's report, it was decided to delete a recommendation that the National Executive Council's proposed draft scale of salaries be improved, in order that the matter could be specially considered at a later meeting. It was decided to offer grants of £5 each to four branches in the district to enable delegates to attend the annual conference, while a scholarship of £5 to the Summer School, Evesham, will also be offered.

EAST MIDLAND DISTRICT COMMITTEE

The East Midland District Committee met at Leicester, on April 8, when special consideration was given to the need for increased representation upon the National Executive Council. Districts with a substantial membership with only one elected representative, who was a member of half the Council committees, gave the district no say in half of the other activities of the National Council. A notice of motion had been placed upon the Annual Conference agenda. Grants were being made to the Evesham, Coalville, Gainsborough, Holland, and Wadlincote Branches to enable them to be represented at the Conference. Grants of £4 each are being made to five students in the district towards their expenses in attending the Evesham Summer School.

The Committee re-elected their four representatives on the B. and O. Regional Committee, namely: Mr. J. W. Sharpe, Mr. J. H. Heston, Miss F. R. E. Davies, and the chairman, Mr. A. B. Day.

Congratulations were extended to Mr. G. Frederick, Education Department, Nottingham, for being awarded the second N.A.L.G.O. prize of six guineas in connection with the Association's Final Examination.

The report and agenda for the Annual Conference was considered, and at the close of the meeting delegates were entertained to tea by the Lord Mayor.

YORKSHIRE DISTRICT COMMITTEE

The Yorkshire District Committee, meeting

at Scarborough on May 13, passed a resolution of sympathy with Lady Percival and family on the death of Sir Tom Percival.

Recommendations of the Executive Committee, relating to the proposed draft national scales of salaries, were considered and decisions taken thereon.

Scale 5 was agreed to; Scales 1 and 2 should be eliminated; Scale 3 should be applied generally in the provinces; and Scale 4 should be applied to the larger provincial authorities.

On questions of finance, it was decided to grant assistance to a number of small branches to enable them to send a representative to Conference. It was agreed also to make grants amounting in the aggregate to 75 guineas to a number of hospitals within the area of the District Committee.

The Divisional Secretary circulated a statement indicating that contributions to the Benevolent and Orphan Fund by branches in the Yorkshire district during the year ended 1932 amounted to the sum of £1,571 17s. 1d., giving an average amount per head of membership of 3s. 9d. The Settle Branch were the winners of the Yorkshire District Challenge Shield, with a total of £41 8s. 2d., contributed by twenty-four members, averaging £1 14s. 6d. per member. Other noteworthy contributors were Stanley, with £1 os. 7d. per member; Bridlington, 15s. 9d.; Rothwell and Ardsley, 9s. 7d.; Rotherham Rural, 9s. 2d.; Mexborough, 8s. 5d.

The Conference agenda was considered and the recommendations of the Executive Committee with regard to action to be taken thereon by the representatives of the district were approved. Mr. A. G. Bolton, the honorary secretary, gave a résumé of the proceedings of the meetings of the West Riding Joint Council, explaining the negotiations which had led to a revision of the scales of salaries. The Divisional Secretary reported on various matters relating to service conditions. Reference was made to the fact that under the special scheme a number of consultations with specialists had been arranged by the Divisional Secretary during the year 1932.

After the meeting the members partook of tea at the Olympia Café, later visiting the Cayton Bay Camp.

WIDNES DEPUTATION'S SUCCESS

After hearing a deputation consisting of Mr. W. S. Wilson, president; Mr. J. G. Macdonald, hon. secretary; and Mr. G. D. Stead, vice-chairman of the Executive Committee, Widnes T.C. passed a resolution discontinuing as from April 1, the temporary deductions imposed eighteen months ago. In their representations to the General Purposes Committee, the local branch reminded the Council that the deductions were voluntarily imposed, the impression then prevailing that the period over which such deductions would remain in force would be twelve months. The decision to continue the deductions for a further six months was loyally accepted. The officers then went on to point out that the cut in salaries had pressed hardly on individual officers, but had had little effect in the reduction of the local rate in Widnes. The total saving for one year was approximately £878, of which £522 was effected on the several trading undertakings of the Corporation and Government Departments, leaving £356 as a saving to the general rate fund, or approximately ½d. in the £. It was mentioned that when the deductions commenced in October, 1931, the Widnes rate was 13s. in the £; last year the rate was reduced to 12s. 4d., at which figure it would remain for the present year. It could not be said, therefore, that the restoration of the cut would inflict any hardship or injustice on the ratepayers, more particularly so as the estimates are based upon normal and not reduced salaries.

KNUTSFORD'S B. & O. FUND FUNCTION

The Master (Mr. F. Eastwood) and the staff of the Knutsford Institution are to be commended for the particularly successful whist drive and dance held recently at the Institution, as a result of which the B. & O. Fund benefits to the extent of £9 11s.

WEDNESBURY CLUB ROOM PROPOSAL

Wednesbury Branch report that the question of acquiring club room premises is under consideration, and arrangements are being made for visits to certain places of interest, such as printing works, power stations, etc.

NEW BRANCHES

At a meeting of the officers of the Borough of East Retford and of the East Retford Rural District Council, it was decided to form a branch of the Association from April 1. Mr. C. E. Shillington, Clerk to the Rural District Council, presided, and Mr. J. E. N. Davis, Divisional Secretary, addressed the meeting. Mr. H. C. Phillips has accepted office as honorary secretary.

Mr. J. E. N. Davis, Divisional Secretary, recently addressed a meeting of officers of the Borough of Evesham, Evesham Rural District Council, Campden Rural District Council, and Pershore Rural District Council. Mr. C. H. Gardiner, Clerk of the Evesham Rural District Council, presided. The meeting, which was well attended, decided to form a branch of the Association from July 1.

Messrs. Dean & Dawson, Ltd., announce that, owing to the large number of replies received in response to their recent advertisements, they have decided to form a Public Services Travel Bureau, and have accordingly set aside a section of their organisation to deal entirely with the travel needs and requirements of all members of the public services. Those interested are advised to write direct to Messrs. Dean & Dawson, Ltd., Public Services Travel Bureau, 7 Blandford Square, N.W.1.

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FINANCIAL ADMINISTRATION

STATUS OF THE CHIEF OFFICER

MR. G. E. MARTIN, Borough Treasurer and Accountant of Poplar, touched upon several aspects of the financial administration of local authorities in the course of his address to the recent joint meeting of the Institute of Municipal Treasurers and Accountants and the Institute of Public Administration, but from the local government officer's point of view perhaps chief interest centred in his references to the question of the status of the chief financial officer. The title of the executive officer of the Finance Committee may be treasurer, accountant, comptroller, chamberlain, or chief financial officer. The statutory title of treasurer is mostly favoured in England and Wales, although there is a growing tendency to adopt the designation of chief financial officer, which is the position referred to in the Accounts Regulations of 1930. As Dr. I. G. Gibbon, of the Ministry of Health, has said, the Treasurer is no longer the mechanical holder of moneys. He is now the general financial agent of the local authority whom he serves; from being the mere custodian of moneys he has become the general financial manager and the financial intelligence officer of the authority.

Some thirty years ago Mr. Fred E. Harris, then Borough Treasurer of West Ham, and afterwards first accountant to the Metropolitan Water Board, pictured the ideal financial officer of the future as a superman who was not only an accountant, but something of an expert in electricity, transport, civil engineering, public health, law, and numerous other matters. Mr. Martin emphasises, however, that it is clearly impossible to be an expert in all branches of municipal administration, and in his opinion the financial officer "is asking for trouble if he seeks to be the dictator or controller of the technical departments." He should, however, Mr. Martin adds, by training and experience, be an expert in finance and the financial con-

sultant and advisor to all committees and departments. He considers excessive departmentalism to be one of the failings in practical public administration, but it is of "supreme importance" that the financial officer should be independent and not subject to over-riding control by any other officer.

Mr. Martin urges that much can be done towards securing adequate financial control without disturbance of harmony or impediment of function by consultations between responsible officials in the early stages of considering and planning new commitments. The modern tendency is in the direction of the centralisation of financial work and vesting direct control of all accounts, costing, and collection of revenues, in the hands of one chief financial officer. There are, however, still many authorities who allocate the responsibility for departmental accounts, especially costing, to the departmental heads, assisted by sub-accountants. Mr. Martin did not enter into the relative merits of the two systems. In his view, each has certain practical advantages.

Whatever the allocation of duties between the departments may be, it is suggested that all payments, including wages and salaries, should be made by the Finance Department on the certificate of the responsible officer. The only exception should be petty expenses, and these should be dealt with on the imprest system. Income, so far as reasonably practicable, should be collected by the Finance Department. Where the general rule is departed from, the financial officer's regulations should be observed and particular care should be taken to separate duties of collection and accounting. Again, the financial officer should have unrestricted powers of internal audit, and the work should be regularly carried out by a competent staff and not regarded as a side-line that may be dropped during busy periods.

METROPOLITAN REUNION

(Continued from page-163)

SWIMMING.—Handicap Team Race: The "A. P. Johnson" Challenge Bowl (presented by Sir Arthur P. Johnson, M.A., J.P., late president of the Metropolitan District).—Winners, St. Pancras; runners-up, Middlesex. Championship Team Race: The "Middlesex" Challenge Cup (presented by the Middlesex County Officers' Association).—Winners, Middlesex; runners-up, Kingston, Surbiton and District. Ladies' Championship Race: The "Hackney" Cup (presented by the Hackney Branch of the N.A.L.G.O.).—Winner, Miss D. Moir (Middlesex); runner-up, Miss N. Burr (Hackney). Gentlemen's Championship Race: The "Beckenham" Cup (presented by the Beckenham Branch of the N.A.L.G.O.).—Winner, Mr. D. Webb (L.H.C.J.E. Authority); runner-up, Mr. E. G. Morgan (Middlesex). Individual Breast Stroke Championship: The "Bedford" Cup (presented by the Hampstead Municipal Officers' Guild).—Winner, Mr. E. Stafford (Hampstead); runner-up, Mr. C. B. Laslett (Middlesex). Individuals Diving Championship: The "Arthur Purkis" Cup (presented by Arthur Purkis, Esq., Town Clerk, Deptford).—Winner, Mr. J. Saunders (Deptford); runner-up, Mr. C. B. Laslett (Middlesex). Individuals Plunging Championship: The "Leyton" Cup (presented by the Leyton Branch of the N.A.L.G.O.).—Winner, Mr. H. E. Maker (Leyton); runner-up, Mr. H. T. Woodward (Woolwich). Gentlemen's Handicap: The "W. G. Maers" Cup (presented by the Camberwell Branch of the N.A.L.G.O.).—No Race was held during 1932-3.

TABLE TENNIS.—Team Competition: The "Hampstead" Cup (presented by the Hampstead Municipal Officers' Guild).—

Winners, Bethnal Green; runners-up, Heston and Isleworth. Individuals Championship: The "Bermondsey" Cup (presented by the Bermondsey Branch of the N.A.L.G.O.).—Winner, Mr. L. B. Bailey (Bethnal Green); runner-up, Mr. C. G. Boorman (Middlesex). Gentlemen's Doubles Championship: The "W. G. Maers" Cup (presented by the Camberwell Branch of the N.A.L.G.O.).—Winners, Heston and Isleworth; runners-up, Bethnal Green.

WHIST.—Team Competition: The "Metropolitan District" Whist Cup (presented by Messrs. Kendal and Dent).—Winners, Surrey C.C.; runners-up, Woolwich.

METROPOLITAN DISTRICT SPORTS AND RECREATIONS BRANCH CHAMPIONSHIP: The "Municipal Journal" Championship Bowl (presented by the proprietors of the *Municipal Journal*).—Winners, Middlesex; runners-up, Croydon; third place, Surrey.

THE WOODFORDE PAPERS AND DIARIES. Edited by Dorothy Heighes Woodforde and published by Peter Davies, London, 10s. 6d. net.

This delightful, interesting, and hitherto unpublished collection of diaries and letters of the Woodforde family includes a unique diary written by the wife of Samuel Woodforde, D.D., F.R.S., and Canon of Winchester, which covers the period of 1685-1690. There are also a number of letters and diaries (1816-1821) dealing with the romantic and tragic love story of William Woodforde's eldest daughter Julia, and her lover, a young Irish Trappist Monk.

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SCHOOL ATTENDANCE OFFICERS' CONFERENCE

Alternative Title Problem

ONE of the many interesting topics discussed at the forty-third annual conference of the School Attendance and Investigation Officers' National Association, held at the Central Technical College, Birmingham, related to an alternative designation for the school attendance officer.

Mr. B. TYE (Birmingham) outlined the diverse duties which the school attendance officer is called upon to perform outside the mere visitation of "irregulars," and contended that an appropriate name should be approved in recognition of these duties.

Mr. J. LAWRENCE (Birmingham) felt that, had their case been presented under any other name than "school attendance officer," the Ray Committee would not have suggested a reduction in their numbers. He considered that the other duties incumbent upon them had not been considered.

Opposition to the suggested change was forthcoming from Mr. Newman (Staffs.), Mr. Price (Manchester), and Mr. Armit (Durham), while Messrs. Jones and Benham (Birmingham) were in favour. A suggestion promoted by Mr. Thorne (Walthamstow) that the name be "education and welfare officer" was not approved, the feeling being that this would conflict with other officials. There being an equal number for and against changing the name, the matter was left to the executive council for consideration.

Mr. ALEX JOHNSTONE, M.B.E. (Cumberland), the new president, spoke optimistically of the changing position of the school attendance officer in relation to the public, and added that he believed local authorities were beginning to realise the value of well-organised and efficient attendance staffs.

On a resolution "that this conference emphatically denies the statement in the report of the Ray Committee (section 58) that there is normally no need for children over eleven years to be subjected to the ordinary machinery of the attendance office," several speakers produced figures showing that prosecutions did not justify this statement.

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THE BRIDGE FORUM

By NEVILLE HOBSON

Competition :

PARTICULARS of a competition, the conditions of which should be carefully noted, are set out below, and it is hoped there will be a good entry, as the questions illustrate some of the basic principles of initial bids.

The nomenclature of South, West, North, and East is adopted, and it will be assumed that South is sitting at the nearest point of the table, with North as his partner.

Suits are shown in the sequence (1) Spades, (2) Hearts, (3) Diamonds, (4) Clubs, following the order of their trick values; and the Competition consists of eight questions, of which six deal with Contract Bidding, one with the play of the hand, and the last should test the competitors' knowledge of the New Laws of Contract Bridge.

The questions on Bidding are of a straightforward nature, and the percentage of correct answers should be fairly high—which renders it desirable to forward solutions early, as priority of date of receipt will be the deciding factor in the event of a tie.

Questions

[The Score in each case is Love all.]
What should South bid, as Dealer, on each of the following three holdings?

1. S. x, x, x, x.
H. A, Q, x.
D. x.
C. K, Q, x, x, x.
2. S. K, J, x.
H. A, Q, x, x.
D. Q, J, x, x, x.
C. x.
3. S. x, x.
H. K, Q, J, x, x.
D. x.
C. A, K, Q, x, x.
4. North opens with a bid of One Spade; East passes; What should South bid, holding :—
S. x, x, x, x, x.
H. A, x, x.
D. x, x, x.
C. K, x.
5. North opens with a bid of One Diamond; East passes; what should South bid, holding :—
S. A, J, x.
H. K, x, x, x, x.
D. x, x, x.
C. x, x.
6. North opens with a bid of One Club; East passes; What should South bid, holding :—
S. Q, J, x, x.
H. K, Q, x.
D. A, x, x, x.
C. x, x.
7. South is playing No Trumps; West's opening lead is a small Diamond, of which

South holds Q, 10, x, and Dummy (North) puts down K, x.

What Card should South play from Dummy?

8. South deals and bids One Diamond; West bids One Heart; before North has spoken, East bids One Spade.

What is the procedure, and what penalty, if any, can be demanded?

Conditions

1. Entries should be addressed: The Editor, LOCAL GOVERNMENT SERVICE, 3 and 4 Clements Inn, London, W.C.2.
2. Envelopes should be marked "Bridge" on the top left-hand corner, and must reach the Editor not later than 12 noon on Friday, June 16, 1933.
3. Signatures and addresses should be in block letters.
4. Answers should be brief and concise. As a general rule, detailed reasons are not required.
5. Four small prizes will be awarded—entries received first taking priority in case of equality of correct solutions.
6. Entries are accepted on the distinct understanding that the decision of Mr. Neville Hobson, or any other Judge appointed by the Editor or himself, shall be regarded as absolutely final on all matters.
7. The answers and awards will be announced in the July issue of the LOCAL GOVERNMENT SERVICE.

THE NEW POVERTY

(Continued from page 160)

earnings. The differences between the upper and the lower strata are differences of degree only, which, in many countries, have already been obliterated by economic catastrophe.

The special position of public servants is fully appreciated. After explaining the unsuitability of the Civil Service cost of living scheme to middle-class circumstances, Mr. Hutt paints a striking picture of the social and economic problems of the public servant who, "boxed up in his little suburban home . . . flatters himself that 'an Englishman's home is his castle' (when really it is the landlord's or the building society's)." Tied to a "fixed" salary which, in fact, may fall under the influence of the cost of living or cuts, balked of his promotion prospects by economy stunts, he is yet bound to meet his rent and rates or building society charges and all the other ineluctable dues of respectable middle-class life.

"The middle-class man finds that he is coming to a dead end—and so are his children." There are no longer jobs for the highly educated children of the middle class. Technical posts decline as mechanisation advances; the fall in the export of capital reduces the number of administrative posts abroad; teaching and all the other professions are overstocked. The general economic crisis embodies a special crisis for the middle class who find themselves economically more and more inseparable from the working class.

Mr. Hutt's readable and moving book throws a vivid light upon those factors in the economic life of the country which are making for an intensification of this process.

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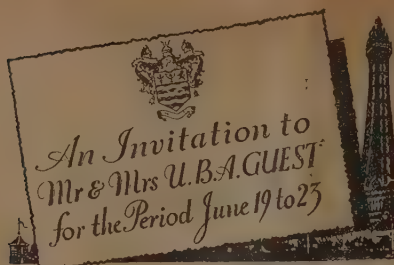
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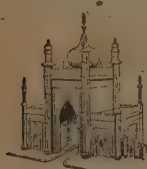
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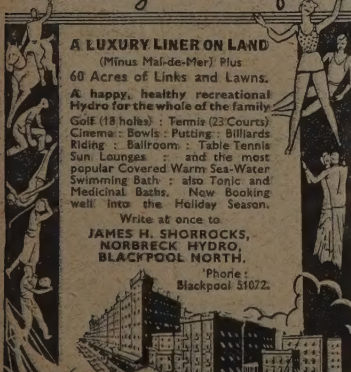
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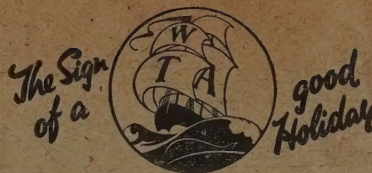
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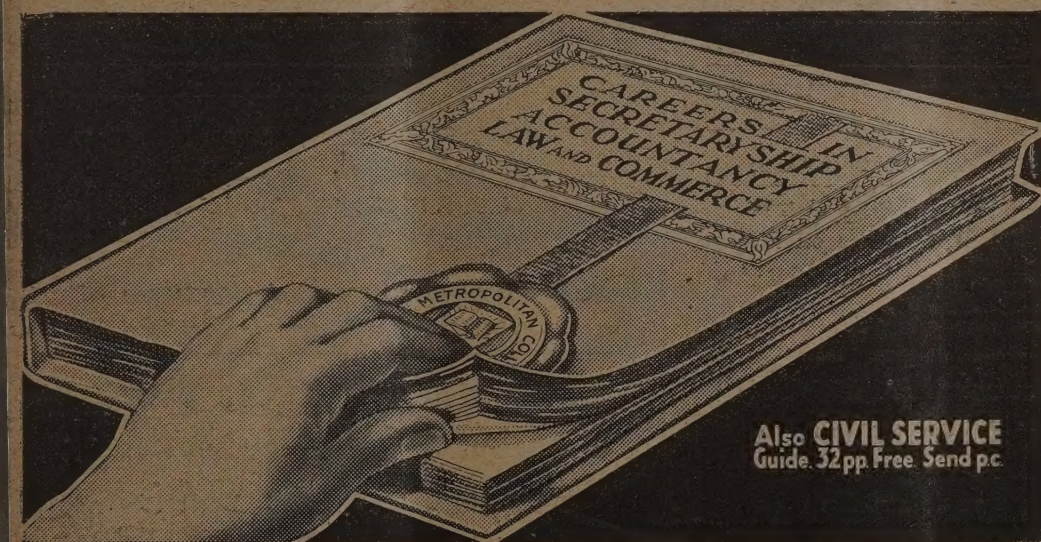
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